



U. S. Department of Commerce

AFFIRMATIVE EMPLOYMENT PROGRAM FOR
MINORITIES AND WOMEN

FY 2001 ACCOMPLISHMENT REPORT

AND

FY 2002 PLAN UPDATE

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT
FY 2001

- =====
- * SUMMARY ANALYSIS OF WORK FORCE
 - * ACCOMPLISHMENT OF OBJECTIVES AND ACTION ITEMS
 - * NOTEWORTHY ACTIVITIES AND INITIATIVES
- =====

U.S. Department of Commerce

NAME OF ORGANIZATION

14th Street and Constitution Avenue, NW, Washington, D.C. 20230

ADDRESS OF ORGANIZATION

ORGANIZATIONAL LEVEL: AGENCY X MOC REGION

 COMMAND INSTALLATION HEADQUARTERS

NUMBER OF EMPLOYEES COVERED BY PLAN: TOTAL 28,758

 PROFESSIONAL 10,039 ADMINISTRATIVE 7,230 TECHNICAL 4,038

 CLERICAL 6,612 OTHER 184 BLUE COLLAR 655

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NAME AND TITLE OF PRINCIPAL EEO OFFICIAL

SIGNATURE OF PRINCIPAL EEO OFFICIAL CERTIFIES THAT DATE
THIS REPORT IS IN COMPLIANCE WITH EEO-MD-714.

Suzan J. Armaki, Director, Office of Civil Rights

NAME AND TITLE OF HEAD OF ORGANIZATION OR DESIGNATED OFFICIAL

SIGNATURE OF HEAD OF ORGANIZATION OR DESIGNATED OFFICIAL DATE
CERTIFIES THAT THIS REPORT IS IN COMPLIANCE WITH EEO-MD-714.

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT
FISCAL YEAR (FY) 2001**

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GENERAL STATEMENT

The workforce analyses on the following pages are based on comparisons of employment data for September 2000 and 2001, and 1990 National Civilian Labor Force (CLF) statistics provided by the Equal Employment Opportunity Commission (EEOC) or, in the case of occupation-specific statistics, by the U.S. Bureau of the Census.¹ Employment coverage includes all employees on permanent appointments, excluding Patent and Trademark Office employees and presidential appointees.

Foreign Service employees are included in all statistical reports, charts, and graphs except those covering the General Schedule (GS) and pay plans associated with the alternative human resources management pay banding system (ZP, ZA, ZT, and ZS). See *Exhibit 4*.

Exhibits referenced in the analyses are located at the end of the recent policy statements. Employment data in this document were generated by the Department's Office of Civil Rights using personnel files downloaded from the National Finance Center (NFC) in New Orleans, LA.

¹1990 Census Population Supplementary Report 1990 CP-S-1-1, Detailed Occupation and Other Characteristics From the EEO File for the United States.

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SUMMARY OF WORKFORCE CHANGES

Total permanent employees covered by the program increased from 27,764 in FY 2000 to 28,758 in FY 2001 (see *Exhibit 1*). African Americans and Asians of both genders and White, Hispanic, and American Indian women increased in representation. American Indian men decreased in percent of representation. Hispanic men stayed the same at 1.6 percent.

MINORITIES:

Overall employment increased in representation by 1.3 percent. See *Exhibit 1*.

Increased in white collar employment by 1.3 percent, from 20.1 percent to 21.5 percent. See *Exhibit 1*.

Increased in blue collar employment by 0.8 percent, from 28.1 percent to 28.9 percent. See *Exhibit 1*.

Increased in percent of employment in 18 of 26 primary occupations: 10 professional, 6 administrative, and 2 technical occupations. See *Exhibit 2*.

Increased in percent of employment in grade ranges GS 01-04, GS 05-08, GS 09-12, and GS 13-15. See *Exhibit 3*.

Increased in percent of employment in the SES. See *Exhibit 3*.

Increased in pay bands ZP-01, ZP-03, ZP-04, and ZP-05. *Exhibit 4*.

Increased in pay bands ZA-01 and ZA-03. See *Exhibit 4*.

Increased in pay bands ZT-02 and ZT-04. See *Exhibit 4*.

Increased in pay bands ZS-01, ZS-03, and ZS-05. See *Exhibit 4*.

WOMEN:

Overall employment increased in percent of representation by 1.1 percent, from 46.8 percent to 47.9 percent. See *Exhibit 1*.

Increased in white collar employment by 1.1 percent, from 47.7 percent to 48.8 percent. See *Exhibit 1*.

Decreased in blue collar employment by 1.9 percent, from 11.2 percent to 9.3 percent. See *Exhibit 1*.

Increased in percent of employment in 16 of 26 primary occupations: 9 professional, 5 administrative, and 2 technical occupations. See *Exhibit 2*.

Increased in grade groupings GS 05-08, GS 09-12, and GS 13-15. See *Exhibit 3*.

Increased in percent of employment in the SES. See *Exhibit 3*.

Increased in percent of change in pay bands ZP-01, ZP-02, ZP-04, and ZP-05. See *Exhibit 4*.

Increased in percent of change in pay bands ZA-01, ZA-02, and ZA-05. See *Exhibit 4*.

Increased in percent of change in pay bands ZT-01 and ZT-04. See *Exhibit 4*.

Increased in pay band ZS-05. See *Exhibit 4*.

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EMPLOYMENT ANALYSIS BY PATCOB CATEGORIES

An analysis of the Department's workforce by PATCOB Categories indicates the following. See *Exhibit 1*.

Professional:

Total professional employment increased from 9,886 to 10,039 from September 2000 to September 2001. Minorities and women accounted for the increase. White women increased by 0.7 percent. Asian men increased by 0.4 percent; Asian and African American women, by 0.3 percent; African American men, by 0.2 percent; and Hispanic men and women, by 0.1 percent. The percentage of representation of American Indian men and women did not change.

African Americans of both genders and American Indian men are fully represented.

White and American Indian women and Hispanics and Asians of both genders are underrepresented.

Administrative:

Total administrative employment increased from 7,017 to 7,230 in FY 2001. African American and Asian women made up the majority of the growth, increasing by 0.5 percent and 0.4 percent, respectively. African American men increased by 0.1 percent. White women decreased by 0.6 percent. Hispanics and American Indians of both genders did not change.

African Americans and Asians of both genders are fully represented.

White women and Hispanics and American Indians of both genders are underrepresented.

Technical:

Technical employment decreased from 4,147 to 4,038 during FY 2001. Despite the overall decrease, White women increased by 0.7 percent; Asian men, by 0.5 percent; Asian women, by 0.3 percent; and American Indian women, by 0.1 percent. African American men and Hispanic women decreased by 0.2 percent, and African American women decreased by 0.1 percent. Hispanic and American Indian men remained unchanged.

African Americans, Asians, and American Indians of both genders are fully represented.

White women and Hispanics of both genders are underrepresented.

Clerical:

Total clerical employment increased from 5,802 to 6,612 during FY 2001. Hispanic women increased by 0.4 percent, and Asian women and African Americans of both genders increased by 0.3 percent. Hispanic and Asian men and American Indian women increased by 0.1 percent. White women decreased by 2.6 percent. American Indian men showed no change.

African American women and American Indians of both genders are fully represented.

White women, African American men, and Hispanics and Asians of both genders are underrepresented.

Other:

Total employees in other white collar jobs decreased from 214 to 184 during FY 2001. In spite of the decrease, Asian women increased by 2.7 percent; Asian men, by 1.8 percent; and African American and Hispanic men, by 1.2 percent. White women decreased by 4.5 percent; Hispanic women, by 1.5 percent; and African American women, by 0.5 percent. American Indian men and women showed no change.

White, African American, and American Indian women, and Hispanics and Asians of both genders are fully represented.

African American and American Indian men are underrepresented.

Blue Collar:

The largest decrease in number of employees was in blue collar occupations, which dropped from 698 to 655 during FY 2001. African American men increased by 0.8 percent. Hispanic men and Asian women increased by 0.2 percent, while American Indian women increased by 0.1 percent. White women decreased by 1.7 percent; Hispanic women, by 0.3 percent; and American Indian men, by 0.1 percent. African American women and Asian men did not change.

African American and Asian men, and American Indians of both genders are fully represented.

White, African American, and Asian women, and Hispanics of both genders are underrepresented.

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EMPLOYMENT ANALYSIS BY GRADE GROUPING

An analysis of the Department's workforce by grade grouping indicates the following. See *Exhibit 3*.

GS and Similar and SES

White Women:

White women comprised 36.2 percent of all employees in GS and SES positions. Almost one third were concentrated in grades GS-01 through GS-04. Almost one quarter were in grades GS-05 through GS-08, and almost one quarter were in grades GS-09 through GS-12. Almost one fifth were in grades GS-13 through 15. Less than one fifteenth were in the SES.

African Americans:

Men. African American men comprised 3.8 percent of all employees in GS and SES positions. Over two fifths were concentrated in grades GS-09 through 12. Over one quarter were in grades GS-13 through GS-15; almost one fifth, in grades GS-05 through GS-08; and less than one eleventh, in grades GS-01 through GS-04. Under one fiftieth were in the SES.

Women. African American women made up 10.9 percent of employees in the GS and SES. Over one third were concentrated in grades GS-05 through GS-08, and less than one third were in grades GS-09 through GS-12. Almost one sixth were in grades GS-01 through GS-04, and a little over one seventh were in grades GS-13 through GS-15. Just over one two hundredth seventy eighth were in the SES.

Hispanics:

Men. Hispanic men accounted for 1.7 percent of all GS and SES employees. Almost two fifths were concentrated in grades GS-09 through GS-12, and almost one third were in

grades GS-13 through GS-15. Over one sixth were in grades GS 01-04, and over one eighth were in grades GS 05-08. Over one seventy fifth were in the SES.

Women. Hispanic women comprised 1.9 percent of all GS and SES employees. Almost two thirds were concentrated in grade ranges GS-01 through GS-04 and GS-05 through GS-08. Almost one quarter were in grades GS-09 through 12, and over one seventh were in grades GS-13 through GS-15. Over one forty seventh were in the SES.

Asian Americans:

Men. Asian men accounted for 1.8 percent of the employees in the GS and SES pay systems. Almost half were clustered in grades GS-09 through GS-12. Almost two fifths were in grades GS-13 through GS-15; and less than one fourteenth were in grades GS-05 through GS-08. Over one twenty-third were in grade ranges GS-01 through GS-04. Over one two hundred eighth were in the SES.

Women. Asian women represented 1.5 percent of all GS and SES employment. Over two fifths were concentrated in grades GS-09 through GS-12, and over one quarter were in grades GS-13 through 15. Over one fifth were in grades GS-05 through GS-08, and less than one eleventh were in grades GS-01 through GS-04. Over one eighty fourth were in the SES.

American Indians:

Men. American Indian men represented 0.2 percent of all employees in GS and SES positions. Almost two thirds were clustered in grade ranges GS-09 through GS-12, and over one fifth were in grades GS-13 through GS-15. Less than one nineteenth were in grades GS-05 through GS-08, and less than one eleventh were in grades GS-01 through GS-04. Over one twenty-seventh were in the SES.

Women. American Indian women represented 0.4 percent of all GS and SES employment. Almost one half were clustered in grades GS-01 through GS-04. Over one quarter were in grades GS-05 through GS-08, and less than one sixth were in grades GS-09 through GS-12. Over one ninth in grades GS-13 through GS-15. There were no American Indian women employed in the SES.

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EMPLOYMENT ANALYSIS BY PAY BANDING PLANS

ZA, ZP, ZT, and ZS

Employees from the following bureaus or offices are paid under alternative human resources management system:

Office of Technology Administration,

Bureau of Economic and Statistical Analysis,

National Telecommunications and Information
Administration,

National Marine Fisheries Service of the National
Oceanic and Atmospheric Administration (NOAA), and

National Institute of Standards and Technology (NIST).

Under the alternative system, General Schedule occupations are aggregated into four career paths: Scientific and Engineering (ZP), Administrative (ZA), Scientific and Engineering Technician (ZT), and Support (ZS). General Schedule grades GS-01 through GS-15 were collapsed into four pay bands for each career path. The Senior Executive Service and wage grade classifications are excluded from the alternative system. The chart on the following page shows the correlation between career paths/pay bands and general schedule equivalents.

CAREER PATHS		PAY BANDS				
Scientific and Engineering	ZP	I	II	III	IV	V
<i>Corresponding</i>	<i>GS</i>	<i>1-6</i>	<i>7-10</i>	<i>11-12</i>	<i>13-14</i>	<i>15</i>
Scientific and Engineering Technical	ZT	I	II	III	IV	V
<i>Corresponding</i>	<i>GS</i>	<i>1-4</i>	<i>5-8</i>	<i>09-10</i>	<i>11-12</i>	<i>13</i>
Administrative	ZA	I	II	III	IV	V
<i>Corresponding</i>	<i>GS</i>	<i>1-6</i>	<i>7-10</i>	<i>11-12</i>	<i>13-14</i>	<i>15</i>
General Support	ZS	I	II	III	IV	V
<i>Corresponding</i>	<i>GS</i>	<i>1-2</i>	<i>3-4</i>	<i>5-6</i>	<i>7-8</i>	<i>9-10</i>

An analysis of the Department's workforce by pay banding plan indicates the following. See *Exhibit 4*.

ZP (Scientific and Engineering).

White women.

White women comprised 18.6 percent of the ZP pay bands. Over two fifths were concentrated in pay band ZP-04, and over one third were in pay band ZP-03. Under one ninth were in pay band ZP-05; under one twelfth, in pay band ZP-02; and under one ninety third, in pay band ZP-01.

African Americans:

Men. African American men comprised 2.7 percent of all employees in the ZP pay plan. Over half were concentrated in the ZP-04 pay band. Over one third were in pay band ZP-03. Over one twelfth were in pay band ZP-05, and less than one twenty eighth were in pay band ZP-02. There were no African American men in pay band ZP-01.

Women. African American women accounted for 2.6 percent of the employees in ZP pay plan. Half were concentrated in pay band ZP-03. Less than one third were in pay band ZP-04, and almost one tenth were in pay band ZP-02. Over one twenty-seventh were in pay bands ZP-01, and over one twentieth were in pay band ZP-05.

Hispanics:

Men. Hispanic men made up 1.5 percent of the employees in the ZP pay plan. Over half were concentrated in pay band ZP-04, and less than one quarter were in pay band ZP-03. Over one tenth were in pay band ZP-05, and over one twelfth were in pay band ZP-02. Over one forty seventh were in pay band ZP-01.

Women. Hispanic women represented 0.8 percent of the ZP workforce. They were concentrated in pay bands ZP-03 and ZP-04, where over one third were concentrated in each pay band. Under one sixth were in pay band ZP-02, and over one twelfth were in pay band ZP-05. No Hispanic women were in pay band ZP-01.

Asians:

Men. Asian men made up 5.5 percent of the employees in the ZP pay plan. Over half were concentrated in pay band ZP-04. Over one fifth were in pay band ZP-03, and over one sixth were in pay band ZP-05. Under one nineteenth were in pay band ZP-02, and under one seventeenth were in pay band ZP-01.

Women. Asian women comprised 2 percent of the employees in the ZP pay plan. Almost one half were concentrated in pay band ZP-04. Over one quarter were in pay band ZP-03. Less than one sixth, in pay band ZP-02; less than one thirteenth, in pay band ZP-05; and less than one sixty-third, in pay band ZP-01.

American Indian:

Men. American Indian men accounted for 0.1 percent of all employees in the ZP pay bands. Half were in pay band ZP-03, and half were in pay band ZP-04. There were no American Indian men in the other ZP pay bands.

Women. There were no American Indian women in the ZP pay bands.

ZA (Administrative).

White Women:

White women comprised over half, or 52.2 percent, of the ZA pay bands. Almost half were in pay band ZA-03. Over one quarter were in pay band ZA-04; over one fifth, in pay band ZA-02; and less than one eighteenth, in pay band ZA-05. Over two hundred twenty fifth were in pay band ZA-01.

African Americans:

Men. African American men made up 2.6 percent of the ZA pay plan, and over half were concentrated in the ZA-03 pay band. Over one quarter were in pay band ZA-04, while there were less than one eighth in the ZA-02 pay band. There were no African American men in ZA-01.

Women. African American women comprised 8.5 percent of the employees in the ZA pay plan. Almost one half were concentrated in pay band ZA-03. Over one quarter were in pay band ZA-02, and over one fifth were in pay band ZA-04. Less than one nineteenth were in pay band ZA-05, and less than one thirty-eighth were in pay band ZA-01.

Hispanics:

Men. Hispanic men accounted for 1 percent of the ZA pay plan. Over two fifths were concentrated in pay band ZA-04. One third were in pay band ZA-03, and over one fifth were in pay band ZA-02. There were no Hispanic men in pay bands ZA-01 and ZA-05.

Women. Hispanic women accounted for 2.6 percent of the ZA pay plan. Over two fifths were concentrated in pay band ZA-02, and just under two fifths were in pay band ZA-03. Under one twelfth were in pay band ZA-04, and under one twenty-third were in pay bands ZA-01 and ZA-05.

Asians:

Men. Asian men comprised 0.9 percent of the employees in the ZA pay plan. Over one third were concentrated in pay band ZA-02. One quarter were in pay band ZA-03, and one

quarter were in pay band ZA-04. One eighth were in pay band ZA-05, and there were no Asian men in pay band ZA-01.

Women. Asian women constituted 2 percent of all ZA pay plan employees. Over two fifths were concentrated in pay bands ZA-03 and ZA-04, while none were in pay band ZA-05. Over one eighth were in pay band ZA-02, and over one seventeenth were in pay band ZA-01.

American Indians:

Men. American Indian men made up 0.1 percent of the ZA pay plan. The only American Indian man in the ZA pay plan was in pay and ZA-03.

Women. American Indian women made up 0.2 percent of the ZA pay plan. The two American Indian women in the ZA pay plan were in pay band ZA-03.

ZT (Scientific and Engineering Technical) .

White women:

White women comprised 14.7 percent of the ZT pay plan. Over one third were concentrated in pay band ZT-02, and over one third were concentrated in pay band ZT-03. Over one fifth were in pay band ZT-04, and over one fifty-second were in pay band ZT-01. There were no white women in pay band ZT-05.

African Americans:

Men. African American men made up 8.6 percent of the ZT pay plan. Over half were concentrated in pay band ZT-04. Over one fifth were in pay band ZT-03, and under one fifth were in pay band ZT-02. There were no African American men in pay bands ZT-01 or ZT-05.

Women. African American women constituted 8.1 percent of the ZT workforce. Over two fifths were concentrated in pay band ZT-03; over one third, in pay band ZT-02; and over one fifth, in pay band ZT-04. There were no African American women in pay bands ZT-01 and ZT-05.

Hispanics:

Hispanic men. Hispanic men made up 3.1 percent of the ZT pay plan. Over two fifths were clustered in pay band ZT-04. Over one third were in pay band ZT-03, and under one fifth were in pay band ZT-02. No Hispanic men were in pay bands ZT-01 or ZT-05.

Hispanic women. Hispanic women constituted 0.3 percent of the ZT workforce. The only Hispanic woman in the ZT pay plan was in pay band ZT-03.

Asians:

Asian men. Asian men constituted 1.7 percent of the ZT workforce. One third were in pay band ZT-03, and one third were in pay band ZT-04. Over one sixth were in pay band ZT-01, and over one sixth were in pay band ZT-02. No Asian men were in pay bands ZT-04 and ZT-05.

Asian women. Asian women made up 0.3 percent of all employees in the ZT pay plan. The sole Asian women in the ZT pay plan was in pay band ZT-03.

American Indians:

American Indian men. American Indian men made up 1.1 percent of the ZT pay plan. Half were concentrated in pay band ZT-04. One fourth were in pay band ZT-02, and one fourth were in pay band ZT-03. They were not in pay bands ZT-01 or ZT-05.

American Indian women. There were no American Indian women in any of the ZT pay plan.

ZS (General Support).**White Women:**

White women comprised 10.1 percent of the ZS pay bands. Almost half were concentrated in pay band ZS-04, and over two fifths were in pay band ZS-03. Over one thirteenth were in pay band ZS-02. Under one twenty first were in pay band ZS-05, and under one one hundred and nineteenth were in pay band ZS-01.

African Americans:

African American men. African American men made up 4 percent of the ZS pay bands. Over one third were in pay band ZS-03, and under one third were in pay band ZS-04. One quarter were in pay band ZS-02, and one sixteenth were in pay band ZS-01. There were no African American men in pay band ZS-05.

African American women. African American women constituted 19.5 percent of the ZS pay plan. They were concentrated in pay bands ZS-04, where almost half were employed. Almost two fifths were in ZS-03. Under one thirteenth were in pay band ZS-02; over one twenty third were in pay band ZS-05; and under one seventy ninth were in pay band ZS-01.

Hispanics:

Hispanic men. Hispanic men accounted for 0.2 percent of the ZS pay plan. The two Hispanic men in the ZS pay plan were in pay band ZS-03.

Hispanic women. Hispanic women comprised 3.5 percent of the ZS pay plan. Almost half were concentrated in pay band ZS-03, and over one third were in pay band ZS-04. Under one seventh were in pay band ZS-02, and under one twenty eighth were in pay band ZS-05. There were no Hispanic women in pay band ZS-01.

Asians.

Asian men. Asian men made up 0.5 percent of the ZS pay plan. Half were in pay band ZS-02. One quarter were in pay band ZS-03, and one quarter were in pay band ZS-04. No Asian men were in pay bands ZS-01 and ZS-05.

Asian women. Asian women constituted 1.7 percent of the ZS pay plan. Over two fifths were in pay band ZS-04. Over one quarter were in pay band ZS-02, and over one quarter were in pay band ZS-03. There were no Asian women in pay bands ZS-01 and ZS-05.

American Indians.

American Indian men. No American Indian men were in ZS pay plans.

American Indian women. American Indian women comprised 1.1 percent of the ZS pay plan. Over half were concentrated in pay band ZS-03, and over one fifth were in pay band ZS-04. Under one ninth were in pay bands ZS-02 and ZS-05. No American Indian women were in pay band ZS-01.

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EMPLOYMENT BY MAJOR OCCUPATION

The following employment changes for minorities and women took place in the Department's primary occupational series during FY 1999. See *Exhibit 2*.

As stated previously, minorities increased as a percentage of employment in 19 of 26 primary occupations: 12 professional, 6 administrative, and 1 technical occupations. Women increased in 16 of the 26 primary occupations: 10 professional, 5 administrative, and 2 technical occupations. More detailed information follows.

PROFESSIONAL SERIES:

Accounting - 0510 series; primary employers: BEA, O/S, ITA. Total employment increased from 249 to 258. The majority of the increase was in African American women, who increased by 3.1 percent. White women increased by 0.8 percent; American Indian women, by 0.4 percent; Asian women, by 0.3 percent; and African American men, by 0.2 percent. Asian men decreased by 0.1 percent, and Hispanic men and women and American Indian men showed no change.

Not fully represented: White and Hispanic women and Hispanic and American Indian men.

Attorney - 0905 series, primary employer: O/S. Total employment increased from 239 to 240. African American men and American Indian women increased by 0.4 percent, and White women increased by 0.3 percent. Asian women decreased by 0.9 percent; Hispanic men, by 0.8 percent; African American women, by 0.5 percent; and Hispanic women, by 0.4 percent. The representation of Asian and American Indian men did not change.

Not fully represented: Hispanic and American Indian men.

Cartographer - 1370 series, primary employer: NOAA. Overall employment increased from 172 to 181. White women, who increased by 2.6 percent, showed the greatest increase.

Asian men increased by 0.5 percent. African Americans of both genders decreased by 0.3 percent. Hispanics and American Indians of both genders and Asian women did not change in representation.

Not fully represented: Asian women, Hispanic men and women, and American Indian men and women.

Chemist - 1320 series, primary employers: NIST, NOAA. Total employment increased from 260 to 267. Despite the overall decrease, White and Asian women increased by 0.7 percent, and Hispanic women increased by 0.4 percent. Asian men increased by 0.2 percent. African American men decreased by 0.1 percent. African American women, Hispanic men, and American Indians of both genders showed no change.

Not fully represented: White, African American, Hispanic, and Asian women and African American, Hispanic, Asian, and American Indian men.

Contracting - 1102 series, primary employer: O/S. Total employment decreased from 159 to 142. Hispanic men increased by 0.2 percent, and Asian women increased by 0.1 percent. African American and Hispanic women decreased by 0.5 percent; White women, by 0.4 percent; and African American men, by 0.2 percent. Asian men and American Indian men and women did not change.

Not fully represented: White, Hispanic, and American Indian women and Hispanic, Asian, and American Indian men.

Computer Scientist - 1550 series, primary employer: NIST. Total employment increased from 196 to 201. Asian men increased by 3.4 percent. Asian women increased by 0.9 percent, and Hispanic women increased by 0.5 percent. African American men decreased by 0.6 percent; White women, by 2.5 percent, and Hispanic men, by 0.5 percent. American Indian men and women did not change.

Not fully represented: White, African American, Hispanic, and American Indian women and African American, Hispanic, and American Indian men.

Criminal Investigator - 1811 series, primary employers: BXA, OIG. Total employment decreased from 227 to 221. However, Asian men increased by 0.6 percent. African American and American Indian men and Hispanic women

increased by 0.1 percent. African American women decreased by 0.8 percent, and Hispanic men decreased by 0.7 percent. White women decreased by 0.1 percent. Asian and American Indian women showed no change.

Not fully represented: African American, Hispanic, and American Indian men and African American, Hispanic, and American Indian women.

Economist - 0110 series, primary employers: ESA, BEA, ITA. Overall employment decreased from 431 to 415. Asian women increased by 0.6 percent. White women and African American men increased by 0.5 percent. The greatest decrease, 0.6 percent, was in Hispanic women. Hispanic men decreased by 0.4 percent, and Asian men and women decreased by 0.1 percent. African American women and American Indians of both genders did not change.

Not fully represented: White, Hispanic, and American Indian women.

Engineer - 0800's series, primary employers: NIST, NOAA, NTIA. Total employment increased from 660 to 704. Asian men increased by 1.3 percent. White women increased by 0.3 percent, and Asian women increased by 0.2 percent. African American women decreased by 0.2 percent, and Hispanic women and American Indian men decreased by 0.1 percent. The representation of African American and Hispanic men and American Indian women did not change.

Not fully represented: White, African American, Hispanic, and American Indian women and Hispanic men.

Fishery Biologist - 0482 series, primary employer: NOAA. Total employment increased from 804 to 812. White women and Asian men accounted for much of the increase, rising by 1.6 and 1.4 percent, respectively. African American women increased by 0.1 percent. Although they increased in number, Asian women decreased in representation by 0.2 percent. American Indian men and women showed no change.

Not fully represented: White, African American, Hispanic, Asian, and American Indian women and African American, Hispanic, Asian, and American Indian men.

General Physical Scientist - 1301 series, primary employer: NOAA, NIST. Total employment increased from 594 to 606. Hispanic men and Asian women increased by 0.3 percent.

White women decreased by 0.8 percent; Hispanic men, by 0.3 percent; and African American men and Hispanic women, by 0.1 percent. African American women and American Indian men and women showed no change.

Not fully represented: White, African American, and American Indian women and Hispanic men.

Hydrologist - 1315 series, primary employer: NOAA. Total employment decreased from 291 to 267. Despite the overall decrease, several groups increased in representation. Asian men increased by 3.9 percent, and Asian women increased by 3 percent. White women increased by 2.8 percent. African American women increased by 0.9 percent; American Indian women, by 0.4 percent; and African American men and Hispanic women, by 0.1 percent. Hispanic men decreased by 0.6 percent. American Indian men did not change in representation.

Not fully represented: White and African American women and African American, Hispanic, and American Indian men.

Inspectors and Compliance Officers - 1801 series, primary employers: BXA, ITA. Total employment increased from 173 to 176. African American men increased by 1.6 percent; Asian women, by 0.6 percent; and Hispanic women, by 0.5 percent. African American women decreased by 0.8 percent, White women, by 0.7 percent; and Asian men, by 0.3 percent. Hispanic women and American Indians of both genders did not change.

Not fully represented: White, Hispanic, and American Indian women and Hispanic, Asian, and American Indian men.

Mathematical Statistician - 1529 series, primary employer: Census. Total employment decreased from 391 to 383. Despite the overall decrease, several groups rose in representation. Hispanic women increased by 0.5 percent. Hispanic men and Asian women increased by 0.1 percent. White women decreased by 0.7 percent, and African American women and Asian men decreased by 0.2 percent. American Indian men and women showed no change.

Not fully represented: American Indian women.

Meteorologist - 1340 series, primary employer: NOAA. Total employment decreased from 2,624 to 2,543. Despite the overall decrease, Asian men increased by 0.3 percent. White women increased by 0.2 percent, and African American and Asian women increased by 0.1 percent. African American men and Hispanics and American Indians of both genders did not change.

Not fully represented: White, Hispanic, and Asian women and African American, Asian, and American Indian men.

Oceanographer - 1360 series, primary employer: NOAA. Total employment remained constant at 235. Despite the lack of change in total employment, White women increased by 0.9 percent, and Asian men increased by 0.4 percent. Asian women and African Americans, Hispanics, and American Indians of both genders showed no change.

Not fully represented: White, African American, and American Indian women and African American, Hispanic, and American Indian men.

Physicist - 1310 series, primary employer: NIST. Total employment decreased from 406 to 391. Asian men increased by 0.7 percent; Hispanic women, by 0.3 percent; and African American and Hispanic men and Asian women, by 0.1 percent. White women decreased by 1.3 percent; and African American women, by 0.2 percent. American Indians of both genders showed no change.

Not fully represented: White, African American, Hispanic, and American Indian women and African American, Hispanic, and American Indian men.

Statistician - 1530 series, primary employer: Census. Total employment increased from 991 to 1,209. African American men increased by 0.6 percent, and Asian men and Hispanics of both genders increased by 0.5 percent. African American women increased by 0.3 percent; Asian women, by 0.2 percent; and American Indian men, by 0.1 percent. White women decreased by 1.3 percent, and American Indian women decreased by 0.2 percent.

Not fully represented: White and Asian women and Asian men.

ADMINISTRATIVE SERIES:

Computer Specialist - 0334 series, primary employers: O/S, Census, NOAA, NIST, BEA, NTIS. Employment increased from 2,152 to 2,357. Asian men increased by 0.8 percent, and Asian women increased by 0.6 percent. African American women increased by 0.3 percent, and African American and Hispanic men and American Indian women increased by 0.1 percent. Despite the overall growth, White women decreased by 0.8 percent. Hispanic women and American Indian men did not change.

Not fully represented: White, Hispanic, and American Indian women and African American, Hispanic, and Asian men.

General Business and Industry Occupations - 1101 series, primary employers: ITA, MBDA, BXA, NOAA, EDA, NTIS. Overall employment decreased from 846 to 821. Despite this decrease, African American women increased by 0.5 percent; White women, by 0.3 percent; and Hispanic women, by 0.1 percent. African American men and Asian women decreased by 0.2 percent, and Hispanic men decreased by 0.1 percent. Asian men and American Indians of both genders did not change.

Not fully represented: White, Hispanic, and American Indian women and American Indian men.

Inspection and Compliance Officers - 1801 series; primary employers: BXA, ITA. Total employment increased from 173 to 176. Accounting for a large portion of that growth, African American men increased by 1.6 percent. Asian women, by 0.6 percent; and Hispanic women, by 0.5 percent. African American women decreased by 0.8 percent; White women, by 0.7 percent; and Asian men, by 0.1 percent.

Not fully represented: White, Hispanic, and American Indian women and Hispanic, Asian, and American Indian men.

International Trade Specialist - 1140 series, primary employer: ITA. Total employment increased from 634 to 685. Hispanic women increased by 0.8 percent. Asian women increased by 0.4 percent, and African American increased by 0.1 percent. African American women decreased by 0.2 percent; and American Indian men, by 0.1 percent. Hispanic and Asian men and American Indian women showed no change.

Not fully represented: White and American Indian women and African American and American Indian men.

Management Analyst - 0343 series; primary employer: O/S. Total employment increased from 635 to 652. African American and Asian women increased by 0.7 percent, and African American men and Hispanic women increased by 0.1 percent. Hispanic men decreased by 0.2 percent. Asian men and American Indian men and women showed no change.

Not fully represented: Hispanic and American Indian women and African American, Hispanic, Asian, and American Indian men.

Miscellaneous Administrative Occupations - 0301 series, primary employers: NOAA, Census, EDA, NTIA, NTIS, O/S. Total employment decreased from 953 to 874. Despite the decrease, African American women increased by 1.3 percent. White women, by 0.7 percent; Asian women, by 0.3 percent; American Indian women, by 0.2 percent; and African American and Asian men, by 0.1 percent. Hispanics of both genders decreased by 0.3 percent, and American Indian men decreased by 0.1 percent.

Not fully represented: Asian women and Hispanic, Asian, and American Indian men.

TECHNICAL SERIES:

Electronic Technician - 0856 series, primary employers: NOAA, NIST. Total employment decreased from 583 to 550. Despite the overall decrease, Asian men increased by 1 percent, and Asian women increased by 0.2 percent. African American men decreased by 0.3 percent, and White women and Hispanic and American Indian men decreased by 0.1 percent. African American, Hispanic, and American Indian women showed no change.

Not fully represented: White, African American, Hispanic, and American Indian women.

Meteorological Technician - 1341 series, primary employer: NOAA. Total employment decreased from 676 to 642. Despite the decrease, Asian men increased by 1.1 percent. White women increased by 0.2 percent, and African American men and Asian women increased by 0.1 percent. Hispanic men

decreased by 0.3 percent, and Hispanic women decreased by 0.2 percent. African American women and American Indian men and women showed no change.

Not fully represented: White, African American, Hispanic, Asian, and American Indian women and African American and Hispanic men.

Physical Science Technician - 1311 series, primary employers: NOAA, NIST. Total employment decreased from 174 to 170. White women increased by 1 percent. African American women increased by 0.3 percent, and Hispanic men increased by 0.1 percent. African American women decreased by 0.4 percent. Hispanic women, Asians, and American Indians of both genders did not change.

Not fully represented: White, African American, Hispanic, and American Indian women and Hispanic and Asian men.

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT
REPORT OF OBJECTIVES AND ACTION ITEMS
FY 2001**

PROGRAM ELEMENT: Recruiting and Hiring

PROBLEM/BARRIER STATEMENT: Some EEO groups experience severe underrepresentation in major occupations when compared to like or same occupations in the civilian labor force.

OBJECTIVE: To improve the representation of these EEO groups.

RESPONSIBLE OFFICIAL: Heads of operating units

TARGET DATE: 9/01

Action Items	Responsible Official	Target Date
PROFESSIONAL SERIES:		
<u>Economist.</u> Increase the representation of White women.	Heads of ESA, BEA, ITA	9/01
<u>Fishery Biology.</u> Increase the representation of White, African American, Hispanic, and Asian women and Asian men.	Administrator, NOAA	9/01
<u>Physics.</u> Increase the representation of White women.	Director, NIST; Administrator, NOAA	9/01
<u>Hydrology.</u> Increase the representation of White and Asian women.	Administrator, NOAA	9/01
<u>Meteorology.</u> Increase the representation of White, Hispanic, and Asian women and African American and Asian men.	Administrator, NOAA	9/01
<u>Oceanography.</u> Increase the representation of White women.	Administrator, NOAA	9/01

ADMINISTRATIVE SERIES:

<u>Business and Industry.</u> Increase the representation of White women.	Heads of ITA, MBDA, BXA, NOAA, EDA	9/01
<u>Criminal Investigator.</u> Increase the representation of White women.	Head of BXA	9/01
<u>Computer Specialist.</u> Increase the representation of White and Hispanic women and Hispanic men.	Heads of O/S, Census, NOAA	9/01
<u>Management Analyst.</u> Increase the representation of Asian women.	Heads of O/S, Census, ITA, NOAA, NIST	9/01
<u>Miscellaneous Administration.</u> Increase the representation of Asian women.	Heads of Census, ITA, NOAA	9/01
<u>Statistician.</u> Increase the representation of White women.	Head of Census	9/01
<u>International Trade Specialist.</u> Increase the representation of White women.	Under Secretary, ITA	9/01

TECHNICAL SERIES:

<u>Electronic Technician.</u> Increase the representation of White, African American, and Hispanic women.	Administrator, NOAA; Director, NIST	9/01
<u>Meteorological Technician.</u> Increase the representation of White and Hispanic women.	Administrator, NOAA	9/01

REPORT OF ACCOMPLISHMENTS:

PROFESSIONAL SERIES

Economist - 0110 series; primary employers: ESA, BEA, ITA. White women were targeted for increased representation.

Completed. White women increased from 25.5 percent to 26 percent.

Fishery Biologist - 0482 series; primary employer: NOAA. White, African American, Hispanic, and Asian women and Asian men were

targeted for increased representation.

Partially completed. White women increased from 23.9 percent to 25.5 percent; African American women increased from 0.6 percent to 0.7 percent; Asian women increased from 0.4 percent to 0.6 percent; and Asian men increased from 1.7 percent to 3.1 percent. Hispanic women did not change.

Physicist - 1310 series; primary employers: NIST, NOAA. White women were targeted for increased representation.

Not completed. White women decreased from 6.4 percent to 5.1 percent.

Hydrologist - 1315 series; primary employer: NOAA. White and Asian women were targeted for increased representation.

Completed. White women increased from 14.8 percent to 17.6 percent, and Asian women increased from 0 to 0.8 percent.

Meteorologist - 1340 series; primary employer: NOAA. White, Hispanic, and Asian women and African American and Asian men were targeted for increased representation.

Partially completed. White women increased from 7.4 percent to 7.6 percent; Asian women increased from 0.2 percent to 0.3 percent; and Asian men increased from 1.3 percent to 1.6 percent. Hispanic women and African American men did not change.

Oceanographer - 1360 series; primary employer: NOAA. White women were targeted for increased representation.

Completed. White women increased from 17 percent to 17.9 percent.

Statistician - 1530 series; primary employer: Census. White women were targeted for increased representation.

Not completed. White women decreased from 34.5 percent to 33.2 percent.

ADMINISTRATIVE SERIES

General Business and Industry - 1101 series; primary employers: ITA, MBDA, BXA, NOAA, EDA. White women were targeted for increased representation.

Completed. White women increased from 30.6 percent to 30.9 percent.

Criminal Investigator - 1811 series; primary employers: BXA, OIG. White women were targeted for increased representation.

Not completed. White women decreased from 11 percent to 10.9

percent.

Computer Specialist - 0334 series; primary employers: O/S, Census, NOAA. White and Hispanic women and Hispanic men were targeted for increased representation.

Partially completed. Hispanic men increased from 1.6 percent to 1.7 percent. White women decreased from 24.9 percent to 24.1 percent, and Hispanic women did not change.

Management Analyst - 0343 series; primary employers: O/S, Census, ITA, NOAA, NIST. Asian women were targeted for increased representation.

Completed. Asian women increased from 1.1 percent to 1.8 percent.

Miscellaneous Administrative - 0301 series; primary employers: NOAA, Census. Asian women were targeted for increased representation.

Completed. Asian women increased from 1 to 1.3 percent.

International Trade Specialist - 1140 series; primary employer: ITA. White women were targeted for increased representation.

Not completed. White women decreased from 35.2 percent to 34.6 percent.

TECHNICAL SERIES

Electronic Technician - 0856 series; primary employers: NOAA, NIST. White, African American, and Hispanic women were targeted for increased representation.

Not completed. African American and Hispanic women did not change, and White women decreased from 4.1 percent to 4 percent.

Meteorological Technician - 1341 series; primary employer: NOAA. White and Hispanic women were targeted for increased representation.

Partially completed. White women increased from 10.1 percent to 10.3 percent, and Hispanic women decreased from 0.4 percent to 0.2 percent.

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM PLAN
ACCOMPLISHMENT REPORT
FY 2001**

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PROGRAM ELEMENT: Workforce

PROBLEM/BARRIER STATEMENT: Concentration of some EEO groups in lower general schedule and similar grades and underemployment of most EEO groups in the SES.

OBJECTIVE: To improve the representation of women and minorities in the higher grades.

RESPONSIBLE OFFICIAL: Heads of operating units

TARGET DATE: 9/01

Action Items	Responsible Official	Target Date
GS 13-15:		
Increase the presence of White, African American, Hispanic, and American Indian women and African American, and American Indian men in this grade range.	Heads of operating units	9/01
SES:		
Increase the presence of White, African American, Hispanic, Asian, and American Indian women and Asian, and Hispanic men in the SES ranks.	Heads of operating units	9/01

REPORT OF ACCOMPLISHMENTS:

GS 13-15: Partially completed. African American men and women increased. White and American Indian women decreased, and Hispanic women American Indian men did not change.

SES: Partially completed. African American and Asian women and Hispanic men increased. White and Hispanic women and Asian men decreased, and American Indian women did not change.

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM PLAN ACCOMPLISHMENT REPORT
FY 2002**

PROGRAM ELEMENT: Workforce

PROBLEM/BARRIER STATEMENT: Concentration of most EEO groups below the 04 level in the ZP, ZA, and ZT pay plans.

OBJECTIVE: To improve the representation of women and minorities in the higher pay bands.

RESPONSIBLE OFFICIAL: Heads of operating units

TARGET DATE: 9/01

Action Items	Responsible Official	Target Date
ZP:		
Increase the presence of White, African American, Hispanic, and American Indian women and Hispanic men in the ZP-04 pay band.	Heads of operating units	09/01
Increase the presence of White, African American, Hispanic, Asian, and American Indian women, and African American, Hispanic, Asian, and American Indian men in the ZP-05 pay band.	Heads of operating units	09/01
ZA:		
Increase the presence of White, African American, Hispanic, and American Indian women and African American and American Indian men in the ZA-04 pay band.	Heads of operating units	09/01
Increase the presence of White, African American, Hispanic, Asian, and American Indian women and African American, Hispanic, and American Indian men in the ZA-05 pay band.	Heads of operating units	09/01
ZT:		
Increase the presence of White, African American, Hispanic, Asian, and American Indian women and Asian and American Indian men in the ZA-04 pay band.	Heads of operating units	09/01

Increase the presence of White, African American, Hispanic, Asian, and American Indian women and African American, Hispanic, Asian, and American Indian men in the ZA-05 pay band.

Heads of
operating
units

09/01

REPORT OF ACCOMPLISHMENTS:

ZP-04: Partially completed. White, African American, and Hispanic women and Hispanic men increased. American Indian women did not.

ZP-05: Partially completed. White, African American, and Asian women and African American and Asian men increased. Hispanics and American Indians of both genders did not.

ZA-04: Partially completed. Hispanic women and African American men increased. White and African American women and American Indians of both genders did not.

ZA-05: Partially completed. White women increased. Asian women and African Americans, Hispanics, and American Indians of both genders did not.

zt-04: Partially completed. White and African American women and Asian and American Indian men increased. Hispanic, Asian, and American Indian women did not.

zt-05: Not completed. White women and African Americans, Hispanics, Asians, and American Indians of both genders did not increase.

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT**

NOTEWORTHY ACTIVITIES/INITIATIVES

Highlighted below are special initiatives and activities that the Department of Commerce participated in during FY 2001 to improve employment and advancement opportunities for minorities and women.

Departmentwide

Diversity Working Group. The Diversity Working Group identified 18 job fairs for DOC to attend and present a Department presence. The events were sponsored by Hispanic, Black, Asian, American Indian, and disability organizations, as well as our partner schools. Attending the job fairs as a Department entity leverages our resources and improves our return on investment. The group also revised the Event Survey Form used to evaluate the job fairs attended by recruiters. The data collected from the form is used to evaluate whether the Department would benefit from recruiting at the same event the following year or whether we should explore attending a new event. The form also identifies which promotional items we will purchase again, based on their popularity with job applicants.

Job Fair Resume Database. The Department's Office Human Resources Management designed a Web based Job Fair Resume Database which stores all of the resumes collected at career and job fairs attended by DOC recruiters. The job fairs are sponsored by minority organizations and colleges and universities with which the Department has partnered. All managers, supervisors, and human resources staff in the Department having access to our automated application and vacancy announcement system may view the resumes. This preview of applicant resumes allows for proactive efforts to attract the best candidates available. Managers, supervisors, and human resources staff may contact applicants to explore their qualifications, explain position(s) being filled, and encourage them to apply for vacancies. To assist managers, supervisors, and human resources staff in identifying applicants for vacant positions, the Job Fair Resume Database is searchable by an applicant's last name, school name, grade point average, major, or special qualifications.

Information Dissemination. As outreach to the DOC's partner colleges and universities, recruitment brochures were developed and mailed to the Career Services Offices. The brochures introduced the bureaus in the Department of Commerce, their missions, the type of positions they employ, contact information such as phone numbers and web sites, and the hiring incentives offered. The brochures also included information on DOC's automated application system, Commerce Opportunities OnLine (COOL).

To ensure that supervisors and managers had information on DOC outreach initiatives, a brochure was developed which provided recruitment information to assist them in the hiring process. The brochure included the types of appointing authorities, e.g., Student Career Experience Program (SCEP), Outstanding Scholar, and Bilingual/Bicultural Program, pay incentives, e.g., relocation bonus, recruitment bonus, repayment of student loans, flexible work options, benefits, training, and Human Resources offices contact information. Then DOC staff met with bureau representatives to brief them on the outreach initiative and provide brochures to be distributed to their managers.

Hispanic Outreach. The Department recruitment and hiring placed ads in the annual edition of Hispanic Yearbook. The yearbook is a one-stop information resource for the Hispanic community offering listings of career, educational, and minority business development opportunities and other health and demographic information, all of which is vital to the Hispanic community. Circulation is close to 800,000. Distribution includes libraries across the country, Hispanic Serving Institutions (HSIs), businesses and organizations associated with the Hispanic community, as well as state, local, and Federal government offices. This is a marketing opportunity which furthers our ability to promote the DOC Hispanic Employment Plan and the Minority Serving Institute initiative.

Career and Job Fairs. The Department also intensified its recruitment efforts within the Hispanic community through participation in career and job fairs. The purpose of participating was to locate and identify potential employees, promote DOC as an employer of choice, and increase outreach efforts to the Hispanic community. The Department participated in events sponsored by the Hispanic Association of Colleges and Universities (HACU), the Society for the Advancement of Chicanos and Native Americans in Science (SACNAS), the National Council of La Raza (NCLR), the League of United Latin American Citizens (LULAC), the Latino Expo 2000, the Society of Hispanic Professional Engineers (SHPE), the National Association of Hispanic Federal Executives, and the U.S. Hispanic Leadership Conference. Additionally, the Department contracted for electronic advertising with Hispanic Business magazine at its website. Potentially, this effort could reach thousands of Hispanic students ages 18 to 24, nationwide.

Postsecondary Internship Program. HACU is one of the Department's five intern provider organizations in the Postsecondary Internship Program. Through the current three-year award period, which expires in March 2004, fall and spring semester-long sessions which coincide with the academic year, as well as a ten week summer session, are conducted annually under the Program. A total of one 163 interns were hosted, of whom 32 were HACU. The Department's interest to host HACU interns was greater than HACU's ability to provide intern candidates.

The Department sponsored and conducted a Jobs, Internships and Grants Opportunities workshop at and a financial assistance workshop at the 2000 SACNAS conference in Atlanta, GA in October (FY 2001). Throughout FY 2001, the Department also participated in numerous job fairs to provide Postsecondary Internship Program and other grant program and financial assistance opportunities information, as well as general employment information, to students, faculty, and the Hispanic community for organizations such as: SHPE, NCLR, LULAC, and the U.S. Hispanic Leadership Conference.

National Institute of Standards and Technology (NIST)

Educational Outreach Activities

NIST's educational outreach activities are focused toward (1) improving student's science, engineering, mathematics and technology skills, (2) strengthening the links between NIST and colleges/universities, (3) expanding programs at undergraduate and graduate institutions, (4) promoting continuing education.

Following are the NIST internship program names along with the number and percent of student representation by gender and race/nationality:

Presidential Management Intern (PMI) Program

2 White women (100%)

Oak Ridge Associated Universities (ORAU)

2 White men (16.67%)

3 African American men (25%)

6 African American women (50%)

1 Asian woman (8.33%)

Harris County (TX) Honors Program

1 Hispanic woman (100%)

Other Federal Summer/Fall Internships through the Department of Commerce's Postsecondary Internship Program

5 White women (38.47%)

1 African American man (7.7%)

2 African American women (7.7%)

Professional Research Experience Program (PREP)

Bachelor Level Fellowships:

6 White women (23.08%)

1 African American woman (3.85%)

2 Hispanic men (7.69%)

1 Hispanic woman (3.85%)

1 Asian man (3.85%)

1 Asian woman (3.85%)

Master Level Fellowships:
2 White women (15.39%)
2 Hispanic men (15.39%)
2 Asian men (15.39%)

Doctoral Level Fellowships:
2 White women (16.67%)
1 Asian man (8.33%)

Summer Undergraduate Research Fellowship Program (SURF)

23 White women (35.94%)
1 African American man (1.56%)
2 African American women (3.13%)
3 Hispanic men (4.69%)
4 Hispanic women (6.25%)
7 Asian men (10.94%)
3 Asian women (4.69%)

Student Career Experience Employment Program (SCEP)

1 White woman (6.67%)
1 African American woman (6.67%)
1 Hispanic man (6.67%)
2 Hispanic women (6.67%)
1 Asian man (6.67%)
1 Asian woman (6.67%)

Student Temporary Employment Program (STEP)

47 White women (23.62%)
4 African American men (2.01%)
7 African American women (3.52%)
2 Hispanic women (1.01%)
4 Hispanic men (2.01%)
27 Asian men (13.57%)
18 Asian women (9.05%)
1 American Indian man (0.51%)

Career Development Programs

NIST supports special formal training programs to prepare employees for leadership positions. Listed below are the individual career development programs in which employees participated to develop as supervisors, managers and executives.

Federal Executive Institute

1 White woman (25%)
2 Asian men (50%)

Program Office Developmental Rotations

1 Hispanic man (14.29%)
2 Hispanic women (28.58%)

The Industrial Liaison Office Details

2 White women (50%)

Graduate Fellowship Program

1 White woman (12.50%)

1 African American man (12.50%)

2 Hispanic women (25%)

Defense Advanced Research Agency

1 White woman (50%)

Post-Doctoral Research Associates

9 White women (11.40%)

3 African American men (3.80%)

4 African American women (5.07%)

1 Hispanic man (1.27%)

1 Hispanic woman (1.27%)

6 Asian men (7.60%)

3 Asian women (3.80%)

National Oceanic and Atmospheric Administration (NOAA)

The NOAA Graduate Sciences Program is a developmental staffing program designed to recruit women and minorities into scientific NOAA mission-related occupations. It provides entry level employment opportunities and career development to qualified undergraduate students who possess degrees in Engineering, Biology, Chemistry, Mathematics, Physics, Physical Science, Computer Science, or Geography.

Students participate in a one year developmental on-the-job experience and structured classroom training in Meteorology, Hydrology, Cartography, Oceanography, Marine/Fishery Biology, Physical Science, or Physics.

NOAA pays the salary, full tuition, travel expenses, and housing allotment for each participant enrolled at an identified college/university. During FY 2001, NOAA selected 6 students for the program: 3 African American women, 2 African American men, and 1 Hispanic man.

NOAA Leadership Competencies Development Program (LCDP)

The NOAA Leadership Competencies Development Program (LCDP) is part of a NOAA-wide initiative being implemented by various line organizations to develop better leaders within NOAA through training, education, and development within and across organizational lines. It provides a framework for developing future senior leaders with NOAA-wide capability. It also fosters an environment that nurtures a shared understanding of NOAA, its mission, vision, and objectives.

The LCDP program provides training, and a series of developmental experiences for individuals who have high potential for assuming executive level leadership responsibilities in scientific positions the organization will fill over the next three to five years. The program will be completed over an 18 to 24 month period, and includes a 360 degree analyses, individual development plans, formal training, career broadening rotational assignments, and a formal mentoring program. Applicants must have experience at the GS-13 through GS-15 levels, and/or pay band IV and V. Cost is estimated at \$15,000 per participant. During FY 2001, there were 25 participants in the program. Of the 25 participants, 5 were White women, 1 African American man, 1 African American woman, and 1 Hispanic women. The race and gender of 4 participants was not available.

Census Bureau (Census)

Three visits were made between the Seattle region and Stats Canada (Vancouver, British Columbia) to share information on overall operations. Two of these visits included detailed discussions concerning the recruiting and hiring American Indian populations.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
MULTI-YEAR AFFIRMATIVE EMPLOYMENT PROGRAM PLAN UPDATE
FY 2002

*** REPORT OF OBJECTIVES AND ACTION ITEMS**

U.S. Department of Commerce

NAME OF ORGANIZATION

14th Street and Constitution Avenue, NW, Washington, D.C. 20230

ADDRESS OF ORGANIZATION

ORGANIZATIONAL LEVEL: **AGENCY** X **MOC** **REGION**

COMMAND **INSTALLATION** **HEADQUARTERS**

NUMBER OF EMPLOYEES COVERED BY PLAN: **TOTAL** 28, 758

PROFESSIONAL 10,039 **ADMINISTRATIVE** 7,230 **TECHNICAL** 4,038

CLERICAL 6,612 **OTHER** 184 **BLUE COLLAR** 655

Theresa C. Counce

(202) 482-5691

NAME OF CONTACT PERSON/PERSON PREPARING FORM

TELEPHONE NO.

Suzan J. Aramaki, Director, Office of Civil Rights

NAME AND TITLE OF PRINCIPAL EEO OFFICIAL

SIGNATURE OF PRINCIPAL EEO OFFICIAL CERTIFIES THAT **DATE**
THIS PLAN UPDATE IS IN COMPLIANCE WITH EEO-MD 714.

Suzan J. Aramaki, Director, Office of Civil Rights

NAME AND TITLE OF HEAD OF ORGANIZATION OR DESIGNATED OFFICIAL

SIGNATURE OF HEAD OF ORGANIZATION OR DESIGNATED OFFICIAL **DATE**
CERTIFIES THAT THIS PLAN IS IN COMPLIANCE WITH EEO-MD-714.

**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT
REPORT OF OBJECTIVES AND ACTION ITEMS
FY 2002**

PROGRAM ELEMENT: Recruiting and Hiring

PROBLEM/BARRIER STATEMENT: Some EEO groups experience severe underrepresentation in major occupations when compared to like or same occupations in the civilian labor force.

OBJECTIVE: To improve the representation of these EEO groups.

RESPONSIBLE OFFICIAL: Heads of operating units

TARGET DATE: 9/02

Action Items	Responsible Official	Target Date
PROFESSIONAL SERIES:		
<u>Economist.</u> Increase the representation of White women.	Heads of ESA, BEA, ITA	9/02
<u>Fishery Biologist.</u> Increase the representation of White, African American, and Hispanic women and African American men.	Administrator, NOAA	9/02
<u>Engineer.</u> Increase the representation of American Indian women.	Heads of NOAA, NIST, EDA, NTIA	9/02
<u>Contracting.</u> Increase the representation of Asian women.	CFO/ASA, O/S	9/02
<u>Accounting.</u> Increase the representation of White women and Hispanic men.	CFO/ASA, O/S, Head of BEA	9/02
<u>Physicist.</u> Increase the representation of White women.	Administrator, NOAA	9/02
<u>Hydrologist.</u> Increase the representation of White and Asian women.	Administrator, NOAA	9/02
<u>Meteorologist.</u> Increase the representation of White, Hispanic, and Asian women and African	Administrator, NOAA	9/02

American and Asian men.

<u>Oceanographer.</u> Increase the representation of White women.	Administrator, NOAA	9/02
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<u>Statistician.</u> Increase the representation of White women.	Director, Census	9/02
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<u>Computer Scientist.</u> Increase the representation of White women.	Director, NIST	9/02
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<u>Criminal Investigator.</u> Increase the representation of White, African American, and Hispanic women.	IG; Undersecretary, BXA	9/02
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ADMINISTRATIVE SERIES:

<u>Miscellaneous Administration.</u> Increase the representation of Hispanic men and Asian women.	Heads Census, EDA, NOAA, NTIA, NTIS, and O/S	9/02
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<u>Computer Specialist.</u> Increase the representation of White women and Hispanic men and women.	Heads of BEA, Census, NIST, NOAA, NTIS, and O/S	9/02
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<u>Management Analyst.</u> Increase the representation of Hispanic men.	CFO/ASA, O/S	9/02
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<u>General Business and Industry.</u> Increase the representation of White and Asian women.	Heads of ITA, MBDA, BXA, NOAA, EDA	9/02
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<u>International Trade Specialist.</u> Increase the representation of White women.	Undersecretary, International Trade	9/02
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TECHNICAL SERIES:

<u>Electronic Technician.</u> Increase the representation of White, African American, and Hispanic women.	Administrator, NOAA; Director, NIST	9/02
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<u>Meteorological Technician.</u> Increase the representation of White, African American, Hispanic, and American Indian women.	Administrator, NOAA	9/02
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<u>Physical Science Technician.</u> Increase the representation of White and Hispanic women.	Administrator, NOAA; Director, NIST	9/02
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**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM PLAN
ACCOMPLISHMENT REPORT
FY 2002**

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PROGRAM ELEMENT: Workforce

PROBLEM/BARRIER STATEMENT: Concentration of some EEO groups in lower general schedule and similar grades and underemployment of most EEO groups in the SES.

OBJECTIVE: To improve the representation of women and minorities in the higher grades.

RESPONSIBLE OFFICIAL: Heads of operating units

TARGET DATE: 9/01

Action Items	Responsible Official	Target Date
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GS 13-15:

Increase the representation of White, African American, Hispanic, Asian, and American Indian women and African American, Hispanic, Asian, and American Indian men in this grade range.	Heads of operating units	9/02
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SES:

Increase the representation of White, African American, Hispanic, Asian, and American Indian women and African American, Hispanic, Asian, and American men in the SES ranks.	Heads of operating units	9/02
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**AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM PLAN ACCOMPLISHMENT REPORT
FY 2002**

PROGRAM ELEMENT: Workforce

PROBLEM/BARRIER STATEMENT: Concentration of most EEO groups below the 04 level in the ZP, ZA, and ZT pay plans.

OBJECTIVE: To improve the representation of women and minorities in the higher pay bands.

RESPONSIBLE OFFICIAL: Heads of operating units

TARGET DATE: 9/01

Target Action Items	Responsible	
	Official	Date
ZP:		
Increase the presence of African American, Hispanic, and American Indian women in the ZP-04 pay band.	Heads of operating units	09/02
Increase the presence of White, African American, Hispanic, Asian, and American Indian women and African American, Hispanic, Asian, and American Indian men in the ZP-05 pay band.	Heads of operating units	09/02
ZA:		
Increase the presence of White, African American, Hispanic, and American Indian women and African American, Asian, and American Indian men in the ZA-04 pay band.	Heads of operating units	09/02
Increase the presence of White, African American, Hispanic, Asian, and American Indian women and African American, Hispanic, Asian, and American Indian men in the ZA-05 pay band.	Heads of operating units	09/02
ZT:		
Increase the presence of White, African American, Hispanic, Asian, and American Indian women and Asian and American	Heads of operating units	09/02

Indian men in the ZA-04 pay band.

Heads of
operating
units

09/02

Increase the presence of White, African American, Hispanic, Asian, and American Indian women and African American, Hispanic, Asian, and American Indian men in the ZA-05 pay band.

**U.S. DEPARTMENT OF COMMERCE EMPLOYMENT
CHANGES IN PERMANENT WORKFORCE BY PATCOB**

	Total Empl	Women	Minority Men	Minority Women	Minority Total	White Men	White Women	African American Men	African American Women	Hispanic Men	Hispanic Women	Asian American Men	Asian American Women	American Indian/ Alaska Nat Men	American Indian/ Alaska Nat Women
Profession 2000/sep	9886	2422	746	541	1287	6718	1881	276	345	153	64	300	123	17	9
Prof.%	100.0%	24.5%	7.5%	5.5%	13.0%	68.0%	19.0%	2.8%	3.5%	1.5%	0.6%	3.0%	1.2%	0.2%	0.1%
2001/sep	10039	2583	816	607	1423	6640	1976	298	377	157	73	343	146	18	11
Prof.%	100.0%	25.7%	8.1%	6.0%	14.2%	66.1%	19.7%	3.0%	3.8%	1.6%	0.7%	3.4%	1.5%	0.2%	0.1%
Prof.Change in %	0.0%	1.2%	0.6%	0.5%	1.2%	-1.9%	0.7%	0.2%	0.3%	0.1%	0.1%	0.4%	0.3%	0.0%	0.0%
Civilian Labor Force 1990		37.0%				54.7%	30.3%	2.4%	3.2%	2.1%	1.4%	3.5%	1.9%	0.2%	0.2%
Administra 2000/sep	7017	3486	670	1074	1744	2861	2412	365	790	134	134	154	137	17	13
Admin %	100.0%	49.7%	9.5%	15.3%	24.9%	40.8%	34.4%	5.2%	11.3%	1.9%	1.9%	2.2%	2.0%	0.2%	0.2%
2001/sep	7230	3622	720	1176	1896	2888	2446	380	851	139	139	184	171	17	15
Admin %	100.0%	50.1%	10.0%	16.3%	26.2%	39.9%	33.8%	5.3%	11.8%	1.9%	1.9%	2.5%	2.4%	0.2%	0.2%
Admin.Change in %	0.0%	0.4%	0.5%	1.0%	1.3%	-0.9%	-0.6%	0.1%	0.5%	0.0%	0.0%	0.3%	0.4%	0.0%	0.0%
Civilian Labor Force 1990		50.1%				42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
Technical 2000/sep	4147	2201	327	684	1011	1619	1517	198	564	73	74	32	31	24	15
Tech %	100.0%	53.1%	7.9%	16.5%	24.4%	39.0%	36.6%	4.8%	13.6%	1.8%	1.8%	0.8%	0.7%	0.6%	0.4%
2001/sep	4038	2176	331	670	1001	1531	1506	186	545	71	65	51	41	23	19
Tech %	100.0%	53.9%	8.2%	16.6%	24.8%	37.9%	37.3%	4.6%	13.5%	1.8%	1.6%	1.3%	1.0%	0.6%	0.5%
Tech. Change in %	0.0%	0.8%	0.3%	0.1%	0.4%	-1.1%	0.7%	-0.2%	-0.1%	0.0%	-0.2%	0.5%	0.3%	0.0%	0.1%
Civilian Labor Force 1990		54.9%				36.1%	42.9%	3.6%	6.6%	3.2%	3.4%	0.4%	0.4%	0.4%	0.4%
Clerical 2000/sep	5802	4708	196	1155	1351	898	3553	120	885	56	186	16	43	4	41
Clerical %	100.0%	81.1%	3.4%	19.9%	23.3%	15.5%	61.2%	2.1%	15.3%	1.0%	3.2%	0.3%	0.7%	0.1%	0.7%
2001/sep	6612	5267	266	1390	1656	1079	3877	160	1034	76	237	24	64	6	55
Clerical %	100.0%	79.7%	4.0%	21.0%	25.0%	16.3%	58.6%	2.4%	15.6%	1.1%	3.6%	0.4%	1.0%	0.1%	0.8%
Clerical Change in %	0.0%	-1.4%	0.6%	1.1%	1.7%	0.8%	-2.6%	0.3%	0.3%	0.1%	0.4%	0.1%	0.3%	0.0%	0.1%
Civilian Labor Force 1990		80.5%				14.0%	63.4%	2.8%	9.6%	1.7%	5.2%	0.8%	1.9%	0.1%	0.5%
Other Whit 2000/sep	214	86	26	31	57	102	55	9	15	8	8	9	7	0	1
OWC %	100.0%	40.2%	12.1%	14.5%	26.6%	47.7%	25.7%	4.2%	7.0%	3.7%	3.7%	4.2%	3.3%	0.0%	0.5%
2001/sep	184	67	30	28	58	87	39	10	12	9	4	11	11	0	1
OWC %	100.0%	36.4%	16.3%	15.2%	31.5%	47.3%	21.2%	5.4%	6.5%	4.9%	2.2%	6.0%	6.0%	0.0%	0.5%
OWC Change in %	0.0%	-3.8%	4.2%	0.7%	4.9%	-0.4%	-4.5%	1.2%	-0.5%	1.2%	-1.5%	1.8%	2.7%	0.0%	0.0%
Civilian Labor Force 1990		15.7%				67.6%	11.2%	9.7%	3.2%	4.8%	1.0%	1.2%	0.3%	0.9%	0.2%

Excludes Patent and Trademark Office employees and political appointees.

**U.S. DEPARTMENT OF COMMERCE EMPLOYMENT
CHANGES IN PERMANENT WORKFORCE BY PATCOB**

	Total Empl	Women	Minority Men	Minority Women	Minority Total	White Men	White Women	African American Men	African American Women	Hispanic Men	Hispanic Women	Asian American Men	Asian American Women	American Indian/ Alaska Nat Men	American Indian/ Alaska Nat Women
Blue Collar 2000/sep	698	78	172	24	196	448	54	128	19	20	4	16	0	8	1
BC %	100.0%	11.2%	24.6%	3.4%	28.1%	64.2%	7.7%	18.3%	2.7%	2.9%	0.6%	2.3%	0.0%	1.1%	0.1%
2001/sep	655	61	167	22	189	427	39	125	18	20	2	15	1	7	1
BC %	100.0%	9.3%	25.5%	3.4%	28.9%	65.2%	6.0%	19.1%	2.7%	3.1%	0.3%	2.3%	0.2%	1.1%	0.2%
BC Change in %	0.0%	-1.9%	0.9%	0.0%	0.8%	1.0%	-1.7%	0.8%	0.0%	0.2%	-0.3%	0.0%	0.2%	-0.1%	0.1%
Civilian Labor Force 1990		15.7%				67.6%	11.2%	9.7%	3.2%	4.8%	1.0%	1.2%	0.3%	0.9%	0.2%
Total 2000/sep	27764	12981	2137	3509	5646	12646	9472	1096	2618	444	470	527	341	70	80
Total %	100.0%	46.8%	7.7%	12.6%	20.3%	45.5%	34.1%	3.9%	9.4%	1.6%	1.7%	1.9%	1.2%	0.3%	0.3%
2001/sep	28758	13776	2330	3893	6223	12652	9883	1159	2837	472	520	628	434	71	102
Total %	100.0%	47.9%	8.1%	13.5%	21.6%	44.0%	34.4%	4.0%	9.9%	1.6%	1.8%	2.2%	1.5%	0.2%	0.4%
Total Change in %	0.0%	1.1%	0.4%	0.9%	1.3%	-1.5%	0.3%	0.1%	0.5%	0.0%	0.1%	0.3%	0.3%	-0.1%	0.1%

Excludes Patent and Trademark Office employees.

Excludes Patent and Trademark Office employees and political appointees.

U.S. DEPARTMENT OF COMMERCE EMPLOYMENT CHANGES BY SELECTED OCCUPATIONAL SERIES

	Total Empl	Women	Minority Men	Minority Women	Minority Total	White Men	White Women	African American Men	African American Women	Hispanic Men	Hispanic Women	Asian American/ Pacific Isl Men	Asian American/ Pacific Isl Women	American Indian/ Alaska Nat Men	American Indian/ Alaska Nat Women
110 Economist (P), Sep 2000	431	149	39	39	78	243	110	11	17	9	7	18	15	1	0
Percentage	100.0%	34.6%	9.0%	9.0%	18.1%	56.4%	25.5%	2.6%	3.9%	2.1%	1.6%	4.2%	3.5%	0.2%	0.0%
110 Economist (P), Sep 2001	415	145	38	37	75	232	108	13	16	7	4	17	17	1	0
Percentage	100.0%	34.9%	9.2%	8.9%	18.1%	55.9%	26.0%	3.1%	3.9%	1.7%	1.0%	4.1%	4.1%	0.2%	0.0%
Change in Percentage	0.0%	0.3%	0.2%	-0.1%	0.0%	-0.5%	0.5%	0.5%	0.0%	-0.4%	-0.6%	-0.1%	0.6%	0.0%	0.0%
Economists CLF (1990)		43.0%				50.2%	39.0%	2.3%	2.3%	1.6%	1.2%	1.8%	1.4%	0.1%	0.1%
301 Misc Admin (A), Sep 2000	953	577	72	180	252	304	397	45	134	17	32	7	10	3	4
Percentage	100.0%	60.5%	7.6%	18.9%	26.4%	31.9%	41.7%	4.7%	14.1%	1.8%	3.4%	0.7%	1.0%	0.3%	0.4%
301 Misc Admin (A), Sep 2001	874	549	64	178	242	261	371	42	135	13	27	7	11	2	5
Percentage	100.0%	62.8%	7.3%	20.4%	27.7%	29.9%	42.4%	4.8%	15.4%	1.5%	3.1%	0.8%	1.3%	0.2%	0.6%
Change in Percentage	0.0%	0.3%	-0.3%	1.5%	0.3%	-2.0%	0.7%	0.1%	1.3%	-0.3%	-0.3%	0.1%	0.3%	-0.1%	0.2%
Administrative CLF (1990)		50.0%				42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
334 Cmptr Spec (A), Sep 2000	2152	804	285	269	554	1063	535	143	171	34	24	102	71	6	3
Percentage	100.0%	37.4%	13.2%	12.5%	25.7%	49.4%	24.9%	6.6%	7.9%	1.6%	1.1%	4.7%	3.3%	0.3%	0.1%
334 Cmptr Spec (A), Sep 2001	2357	885	336	316	652	1136	569	158	194	41	26	130	92	7	4
Percentage	100.0%	37.5%	14.3%	13.4%	27.7%	48.2%	24.1%	6.7%	8.2%	1.7%	1.1%	5.5%	3.9%	0.3%	0.2%
Change in Percentage	0.0%	0.1%	1.1%	0.9%	2.0%	-1.2%	-0.8%	0.1%	0.3%	0.1%	0.0%	0.8%	0.6%	0.0%	0.1%
Administrative CLF (1990)		50.0%				42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
343 Mgt Anlyst (A), Sep 2000	635	423	32	123	155	180	300	19	101	8	14	4	7	1	1
Percentage	100.0%	66.6%	5.0%	19.4%	24.4%	28.3%	47.2%	3.0%	15.9%	1.3%	2.2%	0.6%	1.1%	0.2%	0.2%
343 Mgt Anlyst (A), Sep 2001	652	444	32	136	168	176	308	20	108	7	15	4	12	1	1
Percentage	100.0%	68.1%	4.9%	20.9%	25.8%	27.0%	47.2%	3.1%	16.6%	1.1%	2.3%	0.6%	1.8%	0.2%	0.2%
Change in Percentage	0.0%	1.5%	-0.1%	1.5%	1.4%	-1.3%	0.0%	0.1%	0.7%	-0.2%	0.1%	0.0%	0.7%	0.0%	0.0%
Administrative CLF (1990)		50.0%				42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%

Excludes Patent Trademark Office employees and political appointees.

U.S. DEPARTMENT OF COMMERCE EMPLOYMENT CHANGES BY SELECTED OCCUPATIONAL SERIES

	Total Empl	Women	Minority Men	Minority Women	Total Minority	White Men	White Women	African American Men	African American Women	Hispanic Men	Hispanic Women	Asian American/ Pacific Isl Men	Asian American/ Pacific Isl Women	American Indian/ Alaska Nat Men	American Indian/ Alaska Nat Women
482 Fish Biology (P), Sep 2000	804	202	34	10	44	568	192	7	5	11	2	14	3	2	0
Percentage	100.0%	25.1%	4.2%	1.2%	5.5%	70.6%	23.9%	0.9%	0.6%	1.4%	0.2%	1.7%	0.4%	0.2%	0.0%
482 Fish Biology (P), Sep 2001	812	220	44	13	57	548	207	6	6	11	2	25	5	2	0
Percentage	100.0%	27.1%	5.4%	1.6%	7.0%	67.5%	25.5%	0.7%	0.7%	1.4%	0.2%	3.1%	0.6%	0.2%	0.0%
Change in Percentage	0.0%	2.0%	1.2%	0.4%	1.5%	-3.1%	1.6%	0.2%	0.1%	0.0%	0.0%	1.4%	0.2%	0.0%	0.0%
Biological & Life Sci CLF (1990)		41.7%				50.4%	34.8%	1.8%	2.1%	1.8%	1.4%	3.9%	3.4%	0.3%	0.1%
510 Accounting (P), Sep 2000	249	131	24	50	74	94	81	17	36	0	3	7	11	0	0
Percentage	100.0%	52.6%	9.6%	20.1%	29.7%	37.8%	32.5%	6.8%	14.5%	0.0%	1.2%	2.8%	4.4%	0.0%	0.0%
510 Accounting (P), Sep 2001	258	147	25	61	86	86	86	18	45	0	3	7	12	0	1
Percentage	100.0%	57.0%	9.7%	23.6%	33.3%	33.3%	33.3%	7.0%	17.4%	0.0%	1.2%	2.7%	4.7%	0.0%	0.4%
Change in Percentage	0.0%	4.4%	0.1%	3.6%	3.6%	-4.5%	0.8%	0.2%	3.1%	0.0%	0.0%	-0.1%	0.3%	0.0%	0.4%
Accts & Auditors CLF (1990)		52.7%				40.7%	42.7%	2.4%	4.3%	1.8%	2.4%	2.3%	3.1%	0.1%	0.2%
800 Engineer (P), Sep 2000	660	45	97	9	106	518	36	22	5	16	1	56	3	3	0
Percentage	100.0%	6.8%	14.7%	1.4%	16.1%	78.5%	5.5%	3.3%	0.8%	2.4%	0.2%	8.5%	0.5%	0.5%	0.0%
800 Engineer (P), Sep 2001	704	51	111	10	121	583	41	23	4	17	1	69	5	3	0
Percentage	100.0%	7.2%	15.8%	1.4%	17.2%	82.8%	5.8%	3.3%	0.6%	2.4%	0.1%	9.8%	0.7%	0.4%	0.0%
Change in Percentage	0.0%	0.4%	1.1%	0.0%	1.1%	4.3%	0.3%	0.0%	-0.2%	0.0%	-0.1%	1.3%	0.2%	-0.1%	0.0%
Engineers CLF (1990)		9.1%				78.7%	7.3%	2.8%	0.7%	2.8%	0.4%	6.3%	0.7%	0.2%	0.7%
856 Elec Tech (T), Sep 2000	583	29	64	5	69	490	24	28	3	20	1	8	1	8	0
Percentage	100.0%	5.0%	11.0%	0.9%	11.8%	84.0%	4.1%	4.8%	0.5%	3.4%	0.2%	1.4%	0.2%	1.4%	0.0%
856 Elec Tech (T), Sep 2001	550	28	63	6	69	459	22	25	3	18	1	13	2	7	0
Percentage	100.0%	5.1%	11.5%	1.1%	12.5%	83.5%	4.0%	4.5%	0.5%	3.3%	0.2%	2.4%	0.4%	1.3%	0.0%
Change in Percentage	0.0%	0.1%	0.5%	0.2%	0.7%	-0.5%	-0.1%	-0.3%	0.0%	-0.1%	0.0%	1.0%	0.2%	-0.1%	0.0%
Technical CLF (1990)		54.9%				36.1%	42.9%	3.6%	6.6%	3.2%	3.4%	0.4%	0.4%	0.4%	0.4%

Excludes Patent Trademark Office employees and political appointees.

U.S. DEPARTMENT OF COMMERCE EMPLOYMENT CHANGES BY SELECTED OCCUPATIONAL SERIES

	Total Empl	Women	Minority Men	Minority Women	Total Minority	White Men	White Women	African American Men	African American Women	Hispanic Men	Hispanic Women	Asian American/ Pacific Isl Men	Asian American/ Pacific Isl Women	American Indian/ Alaska Nat Men	American Indian/ Alaska Nat Women
905 Attorney (P), Sep 2000	239	122	18	23	41	99	99	10	15	5	4	3	4	0	0
Percentage	100.0%	51.0%	7.5%	9.6%	17.2%	41.4%	41.4%	4.2%	6.3%	2.1%	1.7%	1.3%	1.7%	0.0%	0.0%
905 Attorney (P), Sep 2001	240	120	17	20	37	103	100	11	14	3	3	3	2	0	1
Percentage	100.0%	50.0%	7.1%	8.3%	15.4%	42.9%	41.7%	4.6%	5.8%	1.3%	1.3%	1.3%	0.8%	0.0%	0.4%
Change in Percentage	0.0%	-1.0%	-0.4%	-1.3%	-1.8%	1.5%	0.3%	0.4%	-0.5%	-0.8%	-0.4%	0.0%	-0.9%	0.0%	0.4%
Lawyers CLF (1990)		24.5%				71.0%	21.6%	1.9%	1.5%	1.7%	0.8%	0.9%	0.5%	0.1%	0.1%
1101 Gen Bus Ind (A), Sep 2000	846	417	82	158	240	347	259	41	124	23	19	16	15	2	0
Percentage	100.0%	49.3%	9.7%	18.7%	28.4%	41.0%	30.6%	4.8%	14.7%	2.7%	2.2%	1.9%	1.8%	0.2%	0.0%
1101 Gen Bus Ind (A), Sep 2001	821	411	77	157	234	333	254	38	125	21	19	16	13	2	0
Percentage	100.0%	50.1%	9.4%	19.1%	28.5%	40.6%	30.9%	4.6%	15.2%	2.6%	2.3%	1.9%	1.6%	0.2%	0.0%
Change in Percentage	0.0%	0.8%	-0.3%	0.4%	0.1%	-0.4%	0.3%	-0.2%	0.5%	-0.1%	0.1%	0.0%	-0.2%	0.0%	0.0%
Administrative CLF (1990)		50.0%				42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
1102, Contracting (P), Sep 2000	159	96	10	35	45	53	61	7	31	3	3	0	1	0	0
Percentage	100.0%	60.4%	6.3%	22.0%	28.3%	33.3%	38.4%	4.4%	19.5%	1.9%	1.9%	0.0%	0.6%	0.0%	0.0%
1102, Contracting (P), Sep 2001	142	84	9	30	39	49	54	6	27	3	2	0	1	0	0
Percentage	100.0%	59.2%	6.3%	21.1%	27.5%	34.5%	38.0%	4.2%	19.0%	2.1%	1.4%	0.0%	0.7%	0.0%	0.0%
Change in Percentage	0.0%	-1.2%	0.0%	-0.9%	-0.8%	1.2%	-0.4%	-0.2%	-0.5%	0.2%	-0.5%	0.0%	0.1%	0.0%	0.0%
Purch Agents and BuyersCLF (1990)		45.1%				48.7%	38.7%	2.6%	3.6%	2.3%	1.9%	1.0%	0.7%	0.2%	0.3%
1140 Intl Trade Spec (A), Sep 2000	634	296	47	73	120	291	223	16	39	18	15	12	19	1	0
Percentage	100.0%	46.7%	7.4%	11.5%	18.9%	45.9%	35.2%	2.5%	6.2%	2.8%	2.4%	1.9%	3.0%	0.2%	0.0%
1140 Intl Trade Spec (A), Sep 2001	685	323	51	86	137	311	237	18	41	19	22	13	23	1	0
Percentage	100.0%	47.2%	7.4%	12.6%	20.0%	45.4%	34.6%	2.6%	6.0%	2.8%	3.2%	1.9%	3.4%	0.1%	0.0%
Change in Percentage	0.0%	0.5%	0.0%	1.1%	1.1%	-0.5%	-0.6%	0.1%	-0.2%	0.0%	0.8%	0.0%	0.4%	-0.1%	0.0%
Administrative CLF (1990)		50.0%				42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%

Excludes Patent Trademark Office employees and political appointees.

U.S. DEPARTMENT OF COMMERCE EMPLOYMENT CHANGES BY SELECTED OCCUPATIONAL SERIES

	Total Empl	Women	Minority Men	Minority Women	Total Minority	White Men	White Women	African American Men	African American Women	Hispanic Men	Hispanic Women	Asian American/ Pacific Isl Men	Asian American/ Pacific Isl Women	American Indian/ Alaska Nat Men	American Indian/ Alaska Nat Women
1301 Gen Phys Sci (P), Sep 2000	594	131	50	21	71	413	110	19	12	4	5	26	4	1	0
Percentage	100.0%	22.1%	8.4%	3.5%	12.0%	69.5%	18.5%	3.2%	2.0%	0.7%	0.8%	4.4%	0.7%	0.2%	0.0%
1301 Gen Phys Sci (P), Sep 2001	606	129	51	22	73	426	107	19	12	6	4	25	6	1	0
Percentage	100.0%	21.3%	8.4%	3.6%	12.0%	70.3%	17.7%	3.1%	2.0%	1.0%	0.7%	4.1%	1.0%	0.2%	0.0%
Change in Percentage	0.0%	-0.8%	0.0%	0.1%	0.0%	0.8%	-0.8%	-0.1%	0.0%	0.3%	-0.1%	-0.3%	0.3%	0.0%	0.0%
Physical Sci CLF (1990)						64.4%	25.3%	2.3%	2.3%	1.6%	0.4%	2.4%	0.8%	0.2%	0.2%
1310 Physics (P), Sep 2000	406	31	29	5	34	346	26	3	1	5	1	21	3	0	0
Percentage	100.0%	7.6%	7.1%	1.2%	8.4%	85.2%	6.4%	0.7%	0.2%	1.2%	0.2%	5.2%	0.7%	0.0%	0.0%
1310 Physics (P), Sep 2001	391	25	31	5	36	335	20	3	0	5	2	23	3	0	0
Percentage	100.0%	6.4%	7.9%	1.3%	9.2%	85.7%	5.1%	0.8%	0.0%	1.3%	0.5%	5.9%	0.8%	0.0%	0.0%
Change in Percentage	0.0%	-1.2%	0.8%	0.1%	0.8%	0.5%	-1.3%	0.1%	-0.2%	0.1%	0.3%	0.7%	0.1%	0.0%	0.0%
Physicists/Astronomers CLF (1990)		12.9%				77.9%	11.0%	1.7%	0.7%	1.9%	0.4%	5.3%	0.8%	0.3%	0.04%
1311 Phy Sci Tech (T), Sep 2000	174	39	27	12	39	108	27	24	11	2	0	0	1	1	0
Percentage	100.0%	22.4%	15.5%	6.9%	22.4%	62.1%	15.5%	13.8%	6.3%	1.1%	0.0%	0.0%	0.6%	0.6%	0.0%
1311 Phy Sci Tech (T), Sep 2001	170	39	27	11	38	104	28	24	10	2	0	0	1	1	0
Percentage	100.0%	22.9%	15.9%	6.5%	22.4%	61.2%	16.5%	14.1%	5.9%	1.2%	0.0%	0.0%	0.6%	0.6%	0.0%
Change in Percentage	0.0%	0.5%	0.4%	-0.4%	0.0%	-0.9%	1.0%	0.3%	-0.4%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Technical CLF (1990)		54.9%				36.1%	42.9%	3.6%	6.6%	3.2%	3.4%	0.4%	0.4%	0.4%	0.4%
1315 Hydrologist (P), Sep 2000	291	47	14	4	18	230	43	6	3	3	1	5	0	0	0
Percentage	100.0%	16.2%	4.8%	1.4%	6.2%	79.0%	14.8%	2.1%	1.0%	1.0%	0.3%	1.7%	0.0%	0.0%	0.0%
1315 Hydrologist (P), Sep 2001	267	62	22	15	37	183	47	6	5	1	1	15	8	0	1
Percentage	100.0%	23.2%	8.2%	5.6%	13.9%	68.5%	17.6%	2.2%	1.9%	0.4%	0.4%	5.6%	3.0%	0.0%	0.4%
Change in Percentage	0.0%	7.1%	3.4%	4.2%	7.7%	-10.5%	2.8%	0.1%	0.9%	-0.6%	0.1%	3.9%	3.0%	0.0%	0.4%
Physical Sci CLF (1990)		29.0%				64.4%	25.3%	2.3%	2.3%	1.6%	0.4%	2.4%	0.80%	0.2%	0.2%

U.S. DEPARTMENT OF COMMERCE EMPLOYMENT CHANGES BY SELECTED OCCUPATIONAL SERIES

	Total Empl	Women	Minority Men	Minority Women	Total Minority	White Men	White Women	African American Men	African American Women	Hispanic Men	Hispanic Women	Asian American/ Pacific Isl Men	Asian American/ Pacific Isl Women	American Indian/ Alaska Nat Men	American Indian/ Alaska Nat Women
1320 Chemistry (P), Sep 2000	260	56	21	12	33	183	44	6	5	1	0	14	6	0	1
Percentage	100.0%	21.5%	8.1%	4.6%	12.7%	70.4%	16.9%	2.3%	1.9%	0.4%	0.0%	5.4%	2.3%	0.0%	0.4%
1320 Chemistry (P), Sep 2001	267	62	22	15	37	183	47	6	5	1	1	15	8	0	1
Percentage	100.0%	23.2%	8.2%	5.6%	13.9%	68.5%	17.6%	2.2%	1.9%	0.4%	0.4%	5.6%	3.0%	0.0%	0.4%
Change in Percentage	0.0%	1.7%	0.1%	1.0%	1.2%	-1.9%	0.7%	-0.1%	0.0%	0.0%	0.4%	0.2%	0.7%	0.0%	0.0%
Chemists CLF		27.4%				60.0%	20.7%	4.0%	2.1%	2.0%	1.2%	6.4%	3.4%	0.2%	0.1%
1340 Meteorology (P), Sep 2000	2624	228	128	34	162	2268	194	40	21	47	6	34	6	7	1
Percentage	100.0%	8.7%	4.9%	1.3%	6.2%	86.4%	7.4%	1.5%	0.8%	1.8%	0.2%	1.3%	0.2%	0.3%	0.0%
1340 Meteorology (P), Sep 2001	2543	229	131	37	168	2183	192	38	22	45	6	41	8	7	1
Percentage	100.0%	9.0%	5.2%	1.5%	6.6%	85.8%	7.6%	1.5%	0.9%	1.8%	0.2%	1.6%	0.3%	0.3%	0.0%
Change in Percentage	0.0%	0.3%	0.3%	0.2%	0.4%	-0.6%	0.2%	0.0%	0.1%	0.0%	0.0%	0.3%	0.1%	0.0%	0.0%
Atmospheric/Space Sci CLF (1990)		12.9%				80.0%	10.6%	2.9%	0.8%	1.3%	0.8%	2.6%	0.7%	0.4%	0.0%
1341 Meteor Tech (T), Sep 2000	676	78	63	10	73	535	68	22	6	22	3	6	1	13	0
Percentage	100.0%	11.5%	9.3%	1.5%	10.8%	79.1%	10.1%	3.3%	0.9%	3.3%	0.4%	0.9%	0.1%	1.9%	0.0%
1341 Meteor Tech (T), Sep 2001	642	74	66	8	74	502	66	22	6	19	1	13	1	12	0
Percentage	100.0%	11.5%	10.3%	1.2%	11.5%	78.2%	10.3%	3.4%	0.9%	3.0%	0.2%	2.0%	0.2%	1.9%	0.0%
Change in Percentage	0.0%	0.0%	1.0%	-0.3%	0.7%	-0.9%	0.2%	0.1%	0.0%	-0.3%	-0.2%	1.1%	0.1%	0.0%	0.0%
Technical CLF (1990)		54.9%				36.1%	42.9%	3.6%	6.6%	3.2%	3.4%	0.4%	0.4%	0.4%	0.4%
1360 Oceanog (P), Sep 2000	235	51	19	11	30	165	40	5	5	3	1	11	5	0	0
Percentage	100.0%	21.7%	8.1%	4.7%	12.8%	70.2%	17.0%	2.1%	2.1%	1.3%	0.4%	4.7%	2.1%	0.0%	0.0%
1360 Oceanog (P), Sep 2001	235	53	20	11	31	162	42	5	5	3	1	12	5	0	0
Percentage	100.0%	22.6%	8.5%	4.7%	13.2%	68.9%	17.9%	2.1%	2.1%	1.3%	0.4%	5.1%	2.1%	0.0%	0.0%
Change in Percentage	0.0%	0.9%	0.4%	0.0%	0.4%	-1.3%	0.9%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%
Physical Scientists CLF (1990)		29.0%				64.4%	25.3%	2.3%	2.3%	1.6%	0.4%	2.4%	0.8%	0.2%	0.2%

Excludes Patent Trademark Office employees and political appointees.

U.S. DEPARTMENT OF COMMERCE EMPLOYMENT CHANGES BY SELECTED OCCUPATIONAL SERIES

	Total Empl	Women	Minority Men	Minority Women	Minority Total	White Men	White Women	African American Men	African American Women	Hispanic Men	Hispanic Women	Asian American/ Pacific Isl Men	Asian American/ Pacific Isl Women	American Indian/ Alaska Nat Men	American Indian/ Alaska Nat Women
1370 Cartography (P), Sep 2000	172	31	14	8	22	127	23	10	8	1	0	3	0	0	0
Percentage	100.0%	18.0%	8.1%	4.7%	12.8%	73.8%	13.4%	5.8%	4.7%	0.6%	0.0%	1.7%	0.0%	0.0%	0.0%
1370 Cartography (P), Sep 2001	181	37	15	8	23	129	29	10	8	1	0	4	0	0	0
Percentage	100.0%	20.4%	8.3%	4.4%	12.7%	71.3%	16.0%	5.5%	4.4%	0.6%	0.0%	2.2%	0.0%	0.0%	0.0%
Change in Percentage	0.0%	2.4%	0.2%	-0.3%	-0.1%	-2.5%	2.6%	-0.3%	-0.3%	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%
Surveyors and Map CLF (1990)		7.8%				85.8%	6.9%	1.6%	0.5%	2.9%	0.1%	1.3%	0.2%	0.6%	0.04%
1529 Math Stat (P), Sep 2000	391	153	54	40	94	184	113	19	18	6	7	28	15	1	0
Percentage	100.0%	39.1%	13.8%	10.2%	24.0%	47.1%	28.9%	4.9%	4.6%	1.5%	1.8%	7.2%	3.8%	0.3%	0.0%
1529 Math Stat (P), Sep 2001	383	149	53	41	94	181	108	19	17	6	9	27	15	1	0
Percentage	100.0%	38.9%	13.8%	10.7%	24.5%	47.3%	28.2%	5.0%	4.4%	1.6%	2.3%	7.0%	3.9%	0.3%	0.0%
Change in Percentage	0.0%	-0.2%	0.0%	0.5%	0.5%	0.2%	-0.7%	0.1%	-0.2%	0.1%	0.5%	-0.2%	0.1%	0.0%	0.0%
Mathematical Sci CLF (1990)		25.5%				65.2%	20.4%	2.6%	3.6%	1.6%	0.4%	5.1%	1.0%	0.0%	0.2%
1530 Statistician (P), Sep 2000	991	510	101	168	269	380	342	64	121	19	18	17	24	1	5
Percentage	100.0%	51.5%	10.2%	17.0%	27.1%	38.3%	34.5%	6.5%	12.2%	1.9%	1.8%	1.7%	2.4%	0.1%	0.5%
1530 Statistician (P), Sep 2001	1209	593	144	215	359	449	401	86	151	29	28	27	32	2	4
Percentage	100.0%	49.0%	11.9%	17.8%	29.7%	37.1%	33.2%	7.1%	12.5%	2.4%	2.3%	2.2%	2.6%	0.2%	0.3%
Change in Percentage	0.0%	-2.5%	1.7%	0.2%	2.6%	-1.2%	-1.3%	0.6%	0.3%	0.5%	0.5%	0.5%	0.2%	0.1%	-0.2%
Statistician CLF (1990)		50.6%				41.8%	38.9%	2.8%	5.8%	1.9%	2.1%	2.7%	3.6%	0.2%	0.2%
1550 Computer Sci (P), Sep 2000	196	47	16	9	25	133	38	5	1	3	0	8	8	0	0
Percentage	100.0%	24.0%	8.2%	4.6%	12.8%	67.9%	19.4%	2.6%	0.5%	1.5%	0.0%	4.1%	4.1%	0.0%	0.0%
1550 Computer Sci (P), Sep 2001	201	47	21	13	34	133	34	4	2	2	1	15	10	0	0
Percentage	100.0%	23.4%	10.4%	6.5%	16.9%	66.2%	16.9%	2.0%	1.0%	1.0%	0.5%	7.5%	5.0%	0.0%	0.0%
Change in Percentage	0.0%	-0.6%	2.2%	1.9%	-4.1%	-1.7%	-2.5%	-0.6%	0.5%	-0.5%	0.5%	3.4%	0.9%	0.0%	0.0%
Math and Computer Sci CLF (1990)		35.4%				55.3%	28.7%	3.1%	3.2%	1.9%	1.3%	4.2%	2.1%	0.2%	0.1%
1801 Insp & Comp O (A), Sep 2000	173	94	10	24	34	69	70	5	19	3	2	2	3	0	0
Percentage	100.0%	54.3%	5.8%	13.9%	19.7%	39.9%	40.5%	2.9%	11.0%	1.7%	1.2%	1.2%	1.7%	0.0%	0.0%
1801 Insp & Comp O (A), Sep 2001	176	95	13	25	38	68	70	8	18	3	3	2	4	0	0
Percentage	100.0%	54.0%	7.4%	14.2%	21.6%	38.6%	39.8%	4.5%	10.2%	1.7%	1.7%	1.1%	2.3%	0.0%	0.0%
Change in Percentage	0.0%	-0.3%	1.6%	0.3%	1.9%	-0.3%	-0.7%	1.6%	-0.8%	0.0%	0.5%	-0.1%	0.6%	0.0%	0.0%
Administrative CLF (1990)		50.0%				42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%

Excludes Patent Trademark Office employees and political appointees.

U.S. DEPARTMENT OF COMMERCE EMPLOYMENT CHANGES BY SELECTED OCCUPATIONAL SERIES

	Total Empl	Women	Minority Men	Minority Women	Total Minorities	White Men	White Women	African American Men	African American Women	Hispanic Men	Hispanic Women	Asian American/ Pacific Isl Men	Asian American/ Pacific Isl Women	American Indian/ Alaska Nat Men	American Indian/ Alaska Nat Women
1811 Criminal Invest (A), Sep 2000	227	37	26	12	38	164	25	8	7	11	1	6	4	1	0
Percentage	100.0%	16.3%	11.5%	5.3%	16.7%	72.2%	11.0%	3.5%	3.1%	4.8%	0.4%	2.6%	1.8%	0.4%	0.0%
1811 Criminal Invest (A), Sep 2001	221	34	25	10	35	162	24	8	5	9	1	7	4	1	0
Percentage	100.0%	15.4%	11.3%	4.5%	15.8%	73.3%	10.9%	3.6%	2.3%	4.1%	0.5%	3.2%	1.8%	0.5%	0.0%
Change in Percentage	0.0%	-0.9%	-0.2%	-0.8%	-0.9%	1.1%	-0.1%	0.1%	-0.8%	-0.7%	0.1%	0.6%	0.0%	0.1%	0.0%
Police and Detectives CLF (1990)		17.0%				68.0%	9.6%	10.5%	3.8%	5.4%	1.0%	0.8%	0.1%	0.7%	0.1%

U.S. DEPARTMENT OF COMMERCE
CHANGES BY GENERAL SCHEDULE AND SIMILAR PAY PLANS (GS, GM, GG, GH, ES)

	Total Empl	Women	Minority Men	Minority Women	Minority Total	White Men	White Women	African American Men	African American Women	Hispanic Men	Hispanic Women	Asian American/ Pacific Isl Men	Asian American/ Pacific Isl Women	American Indian/ Alaska Nat Men	American Indian/ Alaska Nat Women
GS-01, Sep 2000	4	4	0	3	3	0	1	0	2	0	1	0	0	0	0
Percentage	100.0%	100.0%	0.0%	75.0%	75.0%	0.0%	25.0%	0.0%	50.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%
GS-01, Sep 2001	2	2	0	2	2	0	0	0	0	0	1	0	1	0	0
Percentage	100.0%	100.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%
Change in Percentage	0.0%	0.0%	0.0%	25.0%	25.0%	0.0%	-25.0%	0.0%	-50.0%	0.0%	25.0%	0.0%	50.0%	0.0%	0.0%
GS-02, Sep 2000	8	4	3	0	3	1	4	0	0	1	0	1	0	1	0
Percentage	100.0%	50.0%	37.5%	0.0%	37.5%	12.5%	50.0%	0.0%	0.0%	12.5%	0.0%	12.5%	0.0%	12.5%	0.0%
GS-02, Sep 2001	9	5	1	3	4	3	2	0	2	0	1	1	0	0	0
Percentage	100.0%	55.6%	11.1%	33.3%	44.4%	33.3%	22.2%	0.0%	22.2%	0.0%	11.1%	11.1%	0.0%	0.0%	0.0%
Change in Percentage	0.0%	5.6%	-26.4%	33.3%	6.9%	20.8%	-27.8%	0.0%	22.2%	-12.5%	11.1%	-1.4%	0.0%	-12.5%	0.0%
GS-03, Sep 2000	836	590	30	100	130	216	490	16	63	9	25	4	3	1	9
Percentage	100.0%	70.6%	3.6%	12.0%	15.6%	25.8%	58.6%	1.9%	7.5%	1.1%	3.0%	0.5%	0.4%	0.1%	1.1%
GS-03, Sep 2001	1203	837	49	154	203	317	683	25	95	15	35	7	5	2	19
Percentage	100.0%	69.6%	4.1%	12.8%	16.9%	26.4%	56.8%	2.1%	7.9%	1.2%	2.9%	0.6%	0.4%	0.2%	1.6%
Change in Percentage	0.0%	-1.0%	0.5%	0.8%	1.3%	0.6%	-1.8%	0.2%	0.4%	0.1%	-0.1%	0.1%	0.0%	0.1%	0.5%
GS-04, Sep 2000	2806	2207	75	355	430	524	1852	36	227	30	89	8	21	1	18
Percentage	100.0%	78.7%	2.7%	12.7%	15.3%	18.7%	66.0%	1.3%	8.1%	1.1%	3.2%	0.3%	0.7%	0.0%	0.6%
GS-04, Sep 2001	3188	2468	107	444	551	613	2024	53	303	41	94	10	24	3	23
Percentage	100.0%	77.4%	3.4%	13.9%	17.3%	19.2%	63.5%	1.7%	9.5%	1.3%	2.9%	0.3%	0.8%	0.1%	0.7%
Change in Percentage	0.0%	-1.3%	0.7%	1.3%	2.0%	0.5%	-2.5%	0.4%	1.4%	0.2%	-0.2%	0.0%	0.1%	0.1%	0.1%
Subtotal, GS 01-04, Sep 2000	3654	2805	108	458	566	741	2347	52	292	40	115	13	24	3	27
Percentage	100.0%	76.8%	3.0%	12.5%	15.5%	20.3%	64.2%	1.4%	8.0%	1.1%	3.1%	0.4%	0.7%	0.1%	0.7%
Subtotal, GS 01-04, Sep 2001	4402	3312	157	603	760	933	2709	78	400	56	131	18	30	5	42
Percentage	100.0%	75.2%	3.6%	13.7%	17.3%	21.2%	61.5%	1.8%	9.1%	1.3%	3.0%	0.4%	0.7%	0.1%	1.0%
Change in Percentage	0.0%	-1.6%	0.6%	1.2%	1.8%	0.9%	-2.7%	0.4%	1.1%	0.2%	-0.1%	0.0%	0.0%	0.0%	0.3%
GS-05, Sep 2000	1189	918	74	291	365	197	627	49	231	16	41	7	11	2	8
Percentage	100.0%	77.2%	6.2%	24.5%	30.7%	16.6%	52.7%	4.1%	19.4%	1.3%	3.4%	0.6%	0.9%	0.2%	0.7%
GS-05, Sep 2001	1257	987	97	368	465	173	619	62	270	21	71	12	20	2	7
Percentage	100.0%	78.5%	7.7%	29.3%	37.0%	13.8%	49.2%	4.9%	21.5%	1.7%	5.6%	1.0%	1.6%	0.2%	0.6%
Change in Percentage	0.0%	1.3%	1.5%	4.8%	6.3%	-2.8%	-3.5%	0.8%	2.1%	0.4%	2.2%	0.4%	0.7%	0.0%	-0.1%

Excludes Patent and Trademark Office employees and political appointees.

U.S. DEPARTMENT OF COMMERCE
CHANGES BY GENERAL SCHEDULE AND SIMILAR PAY PLANS (GS, GM, GG, GH, ES)

	Total Empl	Women	Minority Men	Minority Women	Minority Total	White Men	White Women	African American Men	African American Women	Hispanic Men	Hispanic Women	Asian American/ Pacific Isl Men	Asian American/ Pacific Isl Women	American Indian/ Alaska Nat Men	American Indian/ Alaska Nat Women
GS-07, Sep 2000	1486	1212	63	411	474	211	801	46	342	13	46	3	17	1	6
Percentage	100.0%	81.6%	4.2%	27.7%	31.9%	14.2%	53.9%	3.1%	23.0%	0.9%	3.1%	0.2%	1.1%	0.1%	0.4%
GS-07, Sep 2001	1431	1202	63	419	482	166	783	44	332	9	43	10	39	0	5
Percentage	100.0%	84.0%	4.4%	29.3%	33.7%	11.6%	54.7%	3.1%	23.2%	0.6%	3.0%	0.7%	2.7%	0.0%	0.3%
Change in Percentage	0.0%	2.4%	0.2%	1.6%	1.8%	-2.6%	0.8%	0.0%	0.2%	-0.3%	-0.1%	0.5%	1.6%	-0.1%	-0.1%
GS-08, Sep 2000	321	266	25	119	144	30	147	21	111	3	6	1	3	0	1
Percentage	100.0%	82.9%	7.8%	37.1%	44.9%	9.3%	45.8%	6.5%	34.6%	0.9%	1.9%	0.3%	0.9%	0.0%	0.3%
GS-08, Sep 2001	328	276	25	126	151	27	150	20	115	3	6	2	4	0	1
Percentage	100.0%	84.1%	7.6%	38.4%	46.0%	8.2%	45.7%	6.1%	35.1%	0.9%	1.8%	0.6%	1.2%	0.0%	0.3%
Change in Percentage	0.0%	1.2%	-0.2%	1.3%	1.1%	-1.1%	-0.1%	-0.4%	0.5%	0.0%	-0.1%	0.3%	0.3%	0.0%	0.0%
Subtotal, GS 05-08, Sep 2000	2996	2396	162	821	983	438	1575	116	684	32	93	11	40	3	22
Percentage	100.0%	80.0%	5.4%	27.4%	32.8%	14.6%	52.6%	3.9%	22.8%	1.1%	3.1%	0.4%	1.3%	0.1%	0.6%
Subtotal, GS 05-08, Sep 2001	3016	2465	185	913	1098	366	1552	126	717	33	120	24	63	2	23
Percentage	100.0%	81.7%	6.1%	30.3%	36.4%	12.1%	51.5%	4.2%	23.8%	1.1%	4.0%	0.8%	2.1%	0.1%	0.6%
Change in Percentage	0.0%	1.7%	0.7%	2.9%	3.6%	-2.5%	-1.1%	0.3%	1.0%	0.0%	0.9%	0.4%	0.8%	0.0%	0.0%
GS-09, Sep 2000	1102	641	99	232	331	362	409	59	190	12	18	20	19	8	5
Percentage	100.0%	58.2%	9.0%	21.1%	30.0%	32.8%	37.1%	5.4%	17.2%	1.1%	1.6%	1.8%	1.7%	0.7%	0.5%
GS-09, Sep 2001	1120	645	113	246	359	362	399	60	187	19	24	27	30	7	5
Percentage	100.0%	57.6%	10.1%	22.0%	32.1%	32.3%	35.6%	5.4%	16.7%	1.7%	2.1%	2.4%	2.7%	0.6%	0.4%
Change in Percentage	0.0%	-0.6%	1.1%	0.9%	2.1%	-0.5%	-1.5%	0.0%	-0.5%	0.6%	0.5%	0.6%	1.0%	-0.1%	-0.1%
GS-10, Sep 2000	171	52	24	26	50	95	26	10	24	7	1	7	1	0	0
Percentage	100.0%	30.4%	14.0%	15.2%	29.2%	55.6%	15.2%	5.8%	14.0%	4.1%	0.6%	4.1%	0.6%	0.0%	0.0%
GS-10, Sep 2001	170	52	27	29	56	91	23	11	26	4	1	12	2	0	0
Percentage	100.0%	30.6%	15.9%	17.1%	32.9%	53.5%	13.5%	6.5%	15.3%	2.4%	0.6%	7.1%	1.2%	0.0%	0.0%
Change in Percentage	0.0%	0.2%	1.1%	1.9%	3.7%	-2.1%	-1.7%	0.7%	1.3%	-1.7%	0.0%	3.0%	0.6%	0.0%	0.0%
GS-11, Sep 2000	2097	725	170	214	384	1202	511	78	162	54	23	26	29	12	0
Percentage	100.0%	34.6%	8.1%	10.2%	18.3%	57.3%	24.4%	3.7%	7.7%	2.6%	1.1%	1.2%	1.4%	0.6%	0.0%
GS-11, Sep 2001	2144	774	188	236	424	1182	538	81	173	47	23	48	37	12	3
Percentage	100.0%	36.1%	8.8%	11.0%	19.8%	55.1%	25.1%	3.8%	8.1%	2.2%	1.1%	2.2%	1.7%	0.6%	0.1%
Change in Percentage	0.0%	1.5%	0.7%	0.8%	1.5%	-2.2%	0.7%	0.1%	0.4%	-0.4%	0.0%	1.0%	0.3%	0.0%	0.1%

Excludes Patent and Trademark Office employees and political appointees.

U.S. DEPARTMENT OF COMMERCE
CHANGES BY GENERAL SCHEDULE AND SIMILAR PAY PLANS (GS, GM, GG, GH, ES)

	Total Empl	Women	Minority Men	Minority Women	Minority Total	White Men	White Women	African American Men	African American Women	Hispanic Men	Hispanic Women	Asian American/ Pacific Isl Men	Asian American/ Pacific Isl Women	American Indian/ Alaska Nat Men	American Indian/ Alaska Nat Women
GS-12, Sep 2000	3641	1354	354	466	820	1933	888	186	355	66	51	90	55	12	5
Percentage	100.0%	37.2%	9.7%	12.8%	22.5%	53.1%	24.4%	5.1%	9.8%	1.8%	1.4%	2.5%	1.5%	0.3%	0.1%
GS-12, Sep 2001	3965	1565	418	552	970	1982	1013	214	415	78	59	112	71	14	7
Percentage	100.0%	39.5%	10.5%	13.9%	24.5%	50.0%	25.5%	5.4%	10.5%	2.0%	1.5%	2.8%	1.8%	0.4%	0.2%
Change in Percentage	0.0%	2.3%	0.8%	1.1%	2.0%	-3.1%	1.1%	0.3%	0.7%	0.2%	0.1%	0.3%	0.3%	0.1%	0.1%
Subtotal, GS 09-12, Sep 2000	7011	2772	647	938	1585	3592	1834	333	731	139	93	143	104	32	10
Percentage	100.0%	39.5%	9.2%	13.4%	22.6%	51.2%	26.2%	4.7%	10.4%	2.0%	1.3%	2.0%	1.5%	0.5%	0.1%
Subtotal, GS 09-12, Sep 2001	7399	3036	746	1063	1809	3617	1973	366	801	148	107	199	140	33	15
Percentage	100.0%	41.0%	10.1%	14.4%	24.4%	48.9%	26.7%	4.9%	10.8%	2.0%	1.4%	2.7%	1.9%	0.4%	0.2%
Change in Percentage	0.0%	1.5%	0.9%	1.0%	1.8%	-2.3%	0.5%	0.2%	0.4%	0.0%	0.1%	0.7%	0.4%	-0.1%	0.1%
GS-13, Sep 2000	3838	1142	311	325	636	2385	817	141	230	73	30	90	60	7	5
Percentage	100.0%	29.8%	8.1%	8.5%	16.6%	62.1%	21.3%	3.7%	6.0%	1.9%	0.8%	2.3%	1.6%	0.2%	0.1%
GS-13, Sep 2001	3828	1119	321	328	649	2388	791	144	227	67	34	104	63	6	4
Percentage	100.0%	29.2%	8.4%	8.6%	17.0%	62.4%	20.7%	3.8%	5.9%	1.8%	0.9%	2.7%	1.6%	0.2%	0.1%
Change in Percentage	0.0%	-0.6%	0.3%	0.1%	0.4%	0.3%	-0.6%	0.1%	-0.1%	-0.1%	0.1%	0.4%	0.0%	0.0%	0.0%
GS-14, Sep 2000	2005	596	143	150	293	1266	446	67	92	31	28	39	24	6	6
Percentage	100.0%	29.7%	7.1%	7.5%	14.6%	63.1%	22.2%	3.3%	4.6%	1.5%	1.4%	1.9%	1.2%	0.3%	0.3%
GS-14, Sep 2001	1927	588	140	144	284	1199	444	64	98	30	20	40	20	6	6
Percentage	100.0%	30.5%	7.3%	7.5%	14.7%	62.2%	23.0%	3.3%	5.1%	1.6%	1.0%	2.1%	1.0%	0.3%	0.3%
Change in Percentage	0.0%	0.8%	0.2%	0.0%	0.1%	-0.9%	0.8%	0.0%	0.5%	0.1%	-0.4%	0.2%	-0.2%	0.0%	0.0%
GS-15, Sep 2000	983	240	77	38	115	666	202	33	29	24	5	20	4	0	0
Percentage	100.0%	24.4%	7.8%	3.9%	11.7%	67.8%	20.5%	3.4%	3.0%	2.4%	0.5%	2.0%	0.4%	0.0%	0.0%
GS-15, Sep 2001	1014	260	84	45	129	670	215	35	33	27	6	22	6	0	0
Percentage	100.0%	25.6%	8.3%	4.4%	12.7%	66.1%	21.2%	3.5%	3.3%	2.7%	0.6%	2.2%	0.6%	0.0%	0.0%
Change in Percentage	0.0%	1.2%	0.5%	0.5%	1.0%	-1.7%	0.7%	0.1%	0.3%	0.3%	0.1%	0.2%	0.2%	0.0%	0.0%
Subtotal, GS 13-15, Sep 2000	6826	1978	531	513	1044	4317	1465	241	351	128	63	149	88	13	11
Percentage	100.0%	29.0%	7.8%	7.5%	15.3%	63.2%	21.5%	3.5%	5.1%	1.9%	0.9%	2.2%	1.3%	0.2%	0.2%
Subtotal, GS 13-15, Sep 2001	6769	1967	545	517	1062	4257	1450	243	358	124	60	166	89	12	10
Percentage	100.0%	29.1%	8.1%	7.6%	15.7%	62.9%	21.4%	3.6%	5.3%	1.8%	0.9%	2.5%	1.3%	0.2%	0.1%
Change in Percentage	0.0%	0.1%	0.3%	0.1%	0.4%	-0.3%	-0.1%	0.1%	0.2%	-0.1%	0.0%	0.3%	0.0%	0.0%	-0.1%
SES, Sep 2000	299	74	31	14	45	194	60	21	7	5	4	3	3	2	0
Percentage	100.0%	24.7%	10.4%	4.7%	15.1%	64.9%	20.1%	7.0%	2.3%	1.7%	1.3%	1.0%	1.0%	0.7%	0.0%
SES, Sep 2001	272	70	26	16	42	176	54	17	9	5	3	2	4	2	0
Percentage	100.0%	25.7%	9.6%	5.9%	15.4%	64.7%	19.9%	6.3%	3.3%	1.8%	1.1%	0.7%	1.5%	0.7%	0.0%
Change in Percentage	0.0%	1.0%	-0.8%	1.2%	0.3%	-0.2%	-0.2%	-0.7%	1.0%	0.1%	-0.2%	-0.3%	0.5%	0.0%	0.0%

Excludes Patent and Trademark Office employees and political appointees.

**U.S. DEPARTMENT OF COMMERCE
CHANGES BY PAY BANDS**

	Total Empl	Women	Minority Total	Minority Men	Minority Women	White Men	White Women	African American Men	African American Women	Hispanic Men	Hispanic Women	Asian American/ Pacific Isl Men	Asian American/ Pacific Isl Women	American Indian/ Alaska Nat Men	American Indian/ Alaska Nat Women
ZA-01, Sep 2000	7	6	2	0	2	1	4	0	1	0	1	0	0	0	0
Percentage	100.0%	85.7%	28.6%	0.0%	28.6%	14.3%	57.1%	0.0%	14.3%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%
ZA-01, Sep 2001	6	6	4	0	4	0	2	0	2	0	1	0	1	0	0
Percentage	100.0%	100.0%	66.7%	0.0%	66.7%	0.0%	33.3%	0.0%	33.3%	0.0%	16.7%	0.0%	16.7%	0.0%	0.0%
Change in Percentage	0.0%	14.3%	38.1%	0.0%	38.1%	-14.3%	-23.8%	0.0%	19.0%	0.0%	2.4%	0.0%	16.7%	0.0%	0.0%
ZA-02, Sep 2000	154	112	43	7	36	35	76	2	22	2	12	3	2	0	0
Percentage	100.0%	72.7%	27.9%	4.5%	23.4%	22.7%	49.4%	1.3%	14.3%	1.3%	7.8%	1.9%	1.3%	0.0%	0.0%
ZA-02, Sep 2001	165	123	39	8	31	34	92	3	19	2	10	3	2	0	0
Percentage	100.0%	74.5%	23.6%	4.8%	18.8%	20.6%	55.8%	1.8%	11.5%	1.2%	6.1%	1.8%	1.2%	0.0%	0.0%
Change in Percentage	0.0%	1.8%	-4.3%	0.3%	-4.6%	-2.1%	6.4%	0.5%	-2.8%	-0.1%	-1.7%	-0.1%	-0.1%	0.0%	0.0%
ZA-03, Sep 2000	357	257	57	16	41	84	216	12	27	3	6	0	6	1	2
Percentage	100.0%	72.0%	16.0%	4.5%	11.5%	23.5%	60.5%	3.4%	7.6%	0.8%	1.7%	0.0%	1.7%	0.3%	0.6%
ZA-03, Sep 2001	368	264	70	18	52	86	212	12	34	3	9	2	7	1	2
Percentage	100.0%	71.7%	19.0%	4.9%	14.1%	23.4%	57.6%	3.3%	9.2%	0.8%	2.4%	0.5%	1.9%	0.3%	0.5%
Change in Percentage	0.0%	-0.3%	3.0%	0.4%	2.6%	-0.1%	-2.9%	-0.1%	1.6%	0.0%	0.7%	0.5%	0.2%	0.0%	-0.1%
ZA-04, Sep 2000	267	152	38	12	26	103	126	6	16	4	3	2	7	0	0
Percentage	100.0%	56.9%	14.2%	4.5%	9.7%	38.6%	47.2%	2.2%	6.0%	1.5%	1.1%	0.7%	2.6%	0.0%	0.0%
ZA-04, Sep 2001	265	147	36	12	24	106	123	6	15	4	2	2	7	0	0
Percentage	100.0%	55.5%	13.6%	4.5%	9.1%	40.0%	46.4%	2.3%	5.7%	1.5%	0.8%	0.8%	2.6%	0.0%	0.0%
Change in Percentage	0.0%	-1.4%	-0.6%	0.0%	-0.6%	1.4%	-0.8%	0.1%	-0.3%	0.0%	-0.3%	0.1%	0.0%	0.0%	0.0%
ZA-05, Sep 2000	63	27	8	3	5	33	22	2	4	0	1	1	0	0	0
Percentage	100.0%	42.9%	12.7%	4.8%	7.9%	52.4%	34.9%	3.2%	6.3%	0.0%	1.6%	1.6%	0.0%	0.0%	0.0%
ZA-05, Sep 2001	67	31	8	3	5	33	26	2	4	0	1	1	0	0	0
Percentage	100.0%	46.3%	11.9%	4.5%	7.5%	49.3%	38.8%	3.0%	6.0%	0.0%	1.5%	1.5%	0.0%	0.0%	0.0%
Change in Percentage	0.0%	3.4%	-0.8%	-0.3%	-0.4%	-3.1%	3.9%	-0.2%	-0.3%	0.0%	-0.1%	-0.1%	0.0%	0.0%	0.0%
Total ZA, Sep 2000	848	554	148	38	110	256	444	22	70	9	23	6	15	1	2
Percentage	100.0%	65.3%	17.5%	4.5%	13.0%	30.2%	52.4%	2.6%	8.3%	1.0%	2.7%	0.7%	1.8%	0.1%	0.2%
Total ZA, Sep 2001	871	571	157	41	116	259	455	23	74	9	23	8	17	1	2
Percentage	100.0%	65.6%	18.0%	4.7%	13.3%	29.7%	52.2%	2.6%	8.5%	1.0%	2.6%	0.9%	2.0%	0.1%	0.2%
Change in Percentage	0.0%	0.3%	0.5%	0.2%	0.3%	-0.5%	-0.2%	0.0%	0.2%	0.0%	-0.1%	0.2%	0.2%	0.0%	0.0%
ZP-01, Sep 2000	19	4	3	1	2	14	2	0	1	0	0	1	1	0	0
Percentage	100.0%	21.1%	15.8%	5.3%	10.5%	73.7%	10.5%	0.0%	5.3%	0.0%	0.0%	5.3%	5.3%	0.0%	0.0%
ZP-01, Sep 2001	19	7	6	2	4	10	3	0	3	1	0	1	1	0	0
Percentage	100.0%	36.8%	31.6%	10.5%	21.1%	52.6%	15.8%	0.0%	15.8%	5.3%	0.0%	5.3%	5.3%	0.0%	0.0%
Change in Percentage	0.0%	15.7%	15.8%	5.2%	10.6%	-21.1%	5.3%	0.0%	10.5%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%

**U.S. DEPARTMENT OF COMMERCE
CHANGES BY PAY BANDS**

	Total Empl	Women	Minority Total	Minority Men	Minority Women	White Men	White Women	African American Men	African American Women	Hispanic Men	Hispanic Women	Asian American/ Pacific Isl Men	Asian American/ Pacific Isl Women	American Indian/ Alaska Nat Men	American Indian/ Alaska Nat Women
ZP-02, Sep 2000	133	65	38	19	19	49	46	8	6	4	5	7	8	0	0
Percentage	100.0%	48.9%	28.6%	14.3%	14.3%	36.8%	34.6%	6.0%	4.5%	3.0%	3.8%	5.3%	6.0%	0.0%	0.0%
ZP-02, Sep 2001	149	74	39	16	23	59	51	3	8	4	4	9	11	0	0
Percentage	100.0%	49.7%	26.2%	10.7%	15.4%	39.6%	34.2%	2.0%	5.4%	2.7%	2.7%	6.0%	7.4%	0.0%	0.0%
Change in Percentage	0.0%	0.8%	-2.4%	-3.6%	1.1%	2.8%	-0.4%	-4.0%	0.9%	-0.3%	-1.1%	0.7%	1.4%	0.0%	0.0%
ZP-03, Sep 2000	825	281	141	79	65	468	216	29	44	12	7	33	14	2	0
Percentage	100.0%	34.1%	17.1%	9.6%	7.9%	56.7%	26.2%	3.5%	5.3%	1.5%	0.8%	4.0%	1.7%	0.2%	0.0%
ZP-03, Sep 2001	816	277	146	79	67	460	210	29	41	11	9	37	17	2	0
Percentage	100.0%	33.9%	17.9%	9.7%	8.2%	56.4%	25.7%	3.6%	5.0%	1.3%	1.1%	4.5%	2.1%	0.2%	0.0%
Change in Percentage	0.0%	-0.2%	0.8%	0.1%	0.3%	-0.3%	-0.5%	0.1%	-0.3%	-0.2%	0.3%	0.5%	0.4%	0.0%	0.0%
ZP-04, Sep 2000	1526	304	217	160	57	1062	247	43	24	23	7	92	26	2	0
Percentage	100.0%	19.9%	14.2%	10.5%	3.7%	69.6%	16.2%	2.8%	1.6%	1.5%	0.5%	6.0%	1.7%	0.1%	0.0%
ZP-04, Sep 2001	1513	314	232	168	64	1031	250	45	26	26	9	95	29	2	0
Percentage	100.0%	20.8%	15.3%	11.1%	4.2%	68.1%	16.5%	3.0%	1.7%	1.7%	0.6%	6.3%	1.9%	0.1%	0.0%
Change in Percentage	0.0%	0.9%	1.1%	0.6%	0.5%	-1.5%	0.3%	0.2%	0.1%	0.2%	0.1%	0.3%	0.2%	0.0%	0.0%
ZP-05, Sep 2000	593	68	46	39	7	486	61	5	2	5	2	29	3	0	0
Percentage	100.0%	11.5%	7.8%	6.6%	1.2%	82.0%	10.3%	0.8%	0.3%	0.8%	0.3%	4.9%	0.5%	0.0%	0.0%
ZP-05, Sep 2001	615	76	51	40	11	499	65	7	4	5	2	28	5	0	0
Percentage	100.0%	12.4%	8.3%	6.5%	1.8%	81.1%	10.6%	1.1%	0.7%	0.8%	0.3%	4.6%	0.8%	0.0%	0.0%
Change in Percentage	0.0%	0.9%	0.5%	-0.1%	0.6%	0.9%	0.3%	0.3%	0.4%	0.0%	0.0%	0.3%	0.3%	0.0%	0.0%
Total, ZP, Sep 2000	3096	722	445	295	150	2079	572	85	77	44	21	162	52	4	0
Percentage	100.0%	23.3%	14.4%	9.5%	4.8%	67.2%	18.5%	2.7%	2.5%	1.4%	0.7%	5.2%	1.7%	0.1%	0.0%
Total, ZP, Sep 2001	3112	748	474	305	169	2059	579	84	82	47	24	170	63	4	0
Percentage	100.0%	24.0%	15.2%	9.8%	5.4%	66.2%	18.6%	2.7%	2.6%	1.5%	0.8%	5.5%	2.0%	0.1%	0.0%
Change in Percentage	0.0%	0.7%	0.8%	0.3%	0.6%	-1.0%	0.1%	0.0%	0.1%	0.1%	0.1%	0.3%	0.3%	0.0%	0.0%
ZS-01, Sep 2000	14	8	4	2	2	4	6	2	2	0	0	0	0	0	0
Percentage	100.0%	57.1%	28.6%	14.3%	14.3%	28.6%	42.9%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ZS-01, Sep 2001	11	6	4	2	2	3	4	2	2	0	0	0	0	0	0
Percentage	100.0%	54.5%	36.4%	18.2%	18.2%	27.3%	36.4%	18.2%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Change in Percentage	0.0%	-2.6%	7.8%	3.9%	3.9%	-1.3%	-6.5%	3.9%	3.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ZS-02, Sep 2000	77	57	31	9	22	11	35	8	14	0	5	1	3	0	0
Percentage	100.0%	74.0%	40.3%	11.7%	28.6%	14.3%	45.5%	10.4%	18.2%	0.0%	6.5%	1.3%	3.9%	0.0%	0.0%
ZS-02, Sep 2001	79	58	31	10	21	11	37	8	12	0	4	2	4	0	1
Percentage	100.0%	73.4%	39.2%	12.7%	26.6%	13.9%	46.8%	10.1%	15.2%	0.0%	5.1%	2.5%	5.1%	0.0%	1.3%
Change in Percentage	0.0%	-0.6%	-1.1%	1.0%	-2.0%	0.4%	1.3%	0.3%	-3.0%	0.0%	1.4%	1.2%	1.2%	0.0%	1.3%

**U.S. DEPARTMENT OF COMMERCE
CHANGES BY PAY BANDS**

	Total Empl	Women	Minority Total	Minority Men	Minority Women	White Men	White Women	African American Men	African American Women	Hispanic Men	Hispanic Women	Asian American/ Pacific Isl Men	Asian American/ Pacific Isl Women	American Indian/ Alaska Nat Men	American Indian/ Alaska Nat Women
ZS-03, Sep 2000	361	305	97	14	83	42	222	11	63	2	14	1	1	0	5
Percentage	100.0%	84.5%	26.9%	3.9%	23.0%	11.6%	61.5%	3.0%	17.5%	0.6%	3.9%	0.3%	0.3%	0.0%	1.4%
ZS-03, Sep 2001	332	280	100	15	85	37	195	12	63	2	13	1	4	0	5
Percentage	100.0%	84.3%	30.1%	4.5%	25.6%	11.1%	58.7%	3.6%	19.0%	0.6%	3.6%	0.3%	1.2%	0.0%	1.5%
Change in Percentage	0.0%	-0.2%	3.2%	0.6%	2.6%	-0.5%	-2.8%	0.6%	1.5%	0.0%	0.3%	0.0%	0.9%	0.0%	0.1%
ZS-04, Sep 2000	353	318	111	11	100	24	218	10	80	0	11	1	7	0	2
Percentage	100.0%	90.1%	31.4%	3.1%	28.3%	6.8%	61.8%	2.8%	22.7%	0.0%	3.1%	0.3%	2.0%	0.0%	0.6%
ZS-04, Sep 2001	348	309	102	11	91	28	218	10	73	0	10	1	6	0	0
Percentage	100.0%	88.8%	29.3%	3.2%	26.1%	8.0%	62.6%	2.9%	21.0%	0.0%	2.9%	0.3%	1.7%	0.0%	0.0%
Change in Percentage	0.0%	-1.3%	-2.1%	0.1%	-2.2%	1.2%	0.8%	0.1%	1.7%	0.0%	-0.2%	0.0%	-0.3%	0.0%	0.0%
ZS-05, Sep 2000	35	32	8	0	8	3	24	0	7	0	1	0	0	0	0
Percentage	100.0%	91.4%	22.9%	0.0%	22.9%	8.6%	68.6%	0.0%	20.0%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%
ZS-05, Sep 2001	34	32	9	0	9	2	23	0	7	0	1	0	0	0	1
Percentage	100.0%	94.1%	26.5%	0.0%	26.5%	5.9%	67.6%	0.0%	20.6%	0.0%	2.9%	0.0%	0.0%	0.0%	2.90%
Change in Percentage	0.0%	2.7%	3.6%	0.0%	3.6%	-2.7%	-1.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%
Total ZS, Sep 2000	840	720	251	36	215	84	505	31	166	2	31	3	11	0	7
Percentage	100.0%	85.7%	29.9%	4.3%	25.6%	10.0%	60.1%	3.7%	19.8%	0.2%	3.7%	0.4%	1.3%	0.0%	0.80%
Total ZS, Sep 2001	804	685	246	38	208	81	477	32	157	2	28	4	14	0	9
Percentage	100.0%	85.2%	30.6%	4.7%	25.9%	10.1%	59.3%	4.0%	19.5%	0.2%	3.5%	0.5%	1.7%	0.0%	1.1%
Change in Percentage	0.0%	-0.5%	0.7%	0.4%	0.3%	0.1%	-0.8%	0.3%	-0.3%	0.0%	-0.2%	0.1%	0.4%	0.0%	0.3%
ZT-01, Sep 2000	2	0	1	1	0	1	0	0	0	0	0	1	0	0	0
Percentage	100.0%	0.0%	50.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%
ZT-01, Sep 2001	4	1	1	1	0	2	1	0	0	0	0	1	0	0	0
Percentage	100.0%	25.0%	25.0%	25.0%	0.0%	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%
Change in Percentage	0.0%	25.0%	-25.0%	-25.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	-25.0%	0.0%	0.0%	0.0%
ZT-02, Sep 2000	74	35	18	7	11	32	24	5	11	1	0	1	0	0	0
Percentage	100.0%	47.3%	24.3%	9.5%	14.9%	43.2%	32.4%	6.8%	14.9%	1.4%	0.0%	1.4%	0.0%	0.0%	0.0%
ZT-02, Sep 2001	69	31	21	10	11	28	20	6	11	2	0	1	0	1	0
Percentage	100.0%	44.9%	30.4%	14.5%	15.9%	40.6%	29.0%	8.7%	15.9%	2.9%	0.0%	1.4%	0.0%	1.4%	0.0%
Change in Percentage	0.0%	-2.4%	6.1%	5.0%	1.0%	-2.6%	-3.4%	1.9%	1.0%	1.5%	0.0%	0.0%	0.0%	1.4%	0.0%
ZT- 03, Sep 2000	103	34	31	15	16	54	18	7	14	4	1	3	1	1	0
Percentage	100.0%	33.0%	30.1%	14.6%	15.5%	52.4%	17.5%	6.8%	13.6%	3.9%	1.0%	2.9%	1.0%	1.0%	0.0%
ZT-03, Sep 2001	103	34	28	14	14	55	20	7	12	4	1	2	1	1	0
Percentage	100.0%	33.0%	27.2%	13.6%	13.6%	53.4%	19.4%	6.8%	11.7%	3.9%	1.0%	1.9%	1.0%	1.0%	0.0%
Change in Percentage	0.0%	0.0%	-2.9%	-1.0%	-1.9%	1.0%	1.9%	0.0%	-1.9%	0.0%	0.0%	-1.0%	0.0%	0.0%	0.0%

**U.S. DEPARTMENT OF COMMERCE
CHANGES BY PAY BANDS**

	Total Empl	Women	Minority Total	Minority Men	Minority Women	White Men	White Women	African American Men	African American Women	Hispanic Men	Hispanic Women	Asian American/ Pacific Isl Men	Asian American/ Pacific Isl Women	American Indian/ Alaska Nat Men	American Indian/ Alaska Nat Women
ZT-04, Sep 2000	183	16	33	28	5	139	11	21	5	5	0	0	0	2	0
Percentage	100.0%	8.7%	18.0%	15.3%	2.7%	76.0%	6.0%	11.5%	2.7%	2.7%	0.0%	0.0%	0.0%	1.1%	0.0%
ZT-04, Sep 2001	167	18	33	27	6	122	12	18	6	5	0	2	0	2	0
Percentage	100.0%	10.8%	19.8%	16.2%	3.6%	73.1%	7.2%	10.8%	3.6%	3.0%	0.0%	1.2%	0.0%	1.2%	0.0%
Change in Percentage	0.0%	2.1%	1.8%	0.9%	0.9%	-2.9%	1.2%	-0.7%	0.9%	0.3%	0.0%	1.2%	0.0%	0.1%	0.0%
ZT-05, Sep 2000	13	0	0	0	0	13	0	0	0	0	0	0	0	0	0
Percentage	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ZT-05, Sep 2001	17	0	0	0	0	17	0	0	0	0	0	0	0	0	0
Percentage	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Change in Percentage	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total ZT, Sep 2000	375	85	83	51	32	239	53	33	30	10	1	5	1	3	0
Percentage	100.0%	22.7%	22.1%	13.6%	8.5%	63.7%	14.1%	8.8%	8.0%	2.7%	0.3%	1.3%	0.3%	0.8%	0.0%
Total ZT, Sep 2001	360	84	83	52	31	224	53	31	29	11	1	6	1	4	0
Percentage	100.0%	23.3%	23.1%	14.4%	8.6%	62.2%	14.7%	8.6%	8.1%	3.1%	0.3%	1.7%	0.3%	1.1%	0.0%
Change in Percentage	0.0%	0.6%	1.0%	0.8%	0.1%	-1.5%	0.6%	-0.2%	0.1%	0.4%	0.0%	0.4%	0.0%	0.3%	0.0%